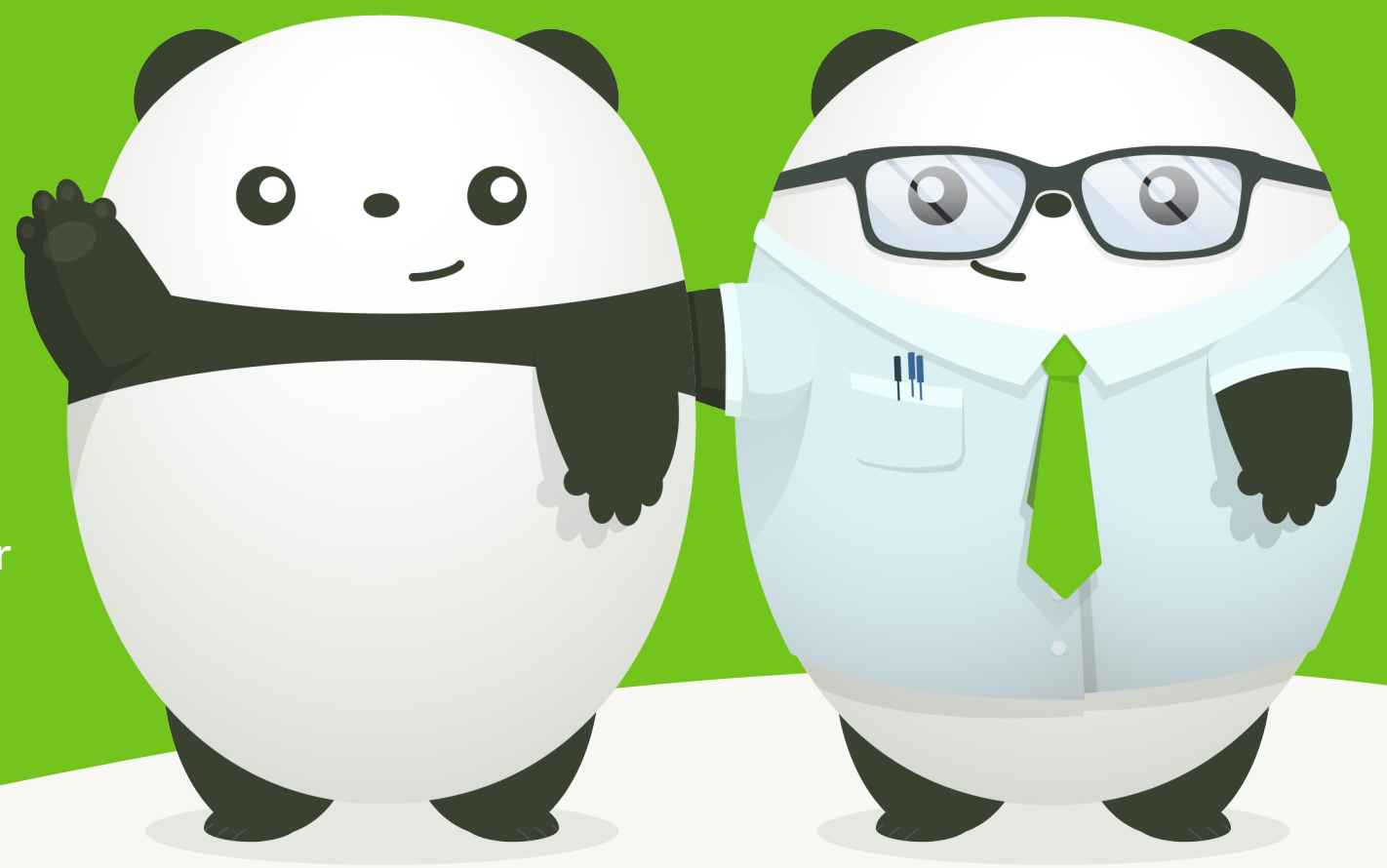


Should I Hire This Candidate?

After gathering a list of possible candidates and whittling it down to the very best ones, it can still be tough to make a final decision. You've had several rounds of interviews, you know what their references have to say, and you've had plenty of time to look over their resume—but you still have a couple of candidates to choose from.

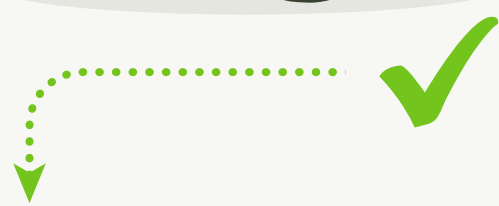
We've built a flowchart to help you compare your top candidates, so you can feel confident you're making the offer to the best person for the position and your organization.



Start here



Does the candidate meet the necessary qualifications or hard skills for the job?



Ask yourself, "What is the thing I need most in this hire?" Does this candidate have it?



Does the candidate show strong growth potential or perhaps compensate for their lack of hard skills or experience in areas like communication, creativity, or problem solving?



Think of your organization's values and culture. Would this candidate work well within that framework?



Is hiring a candidate who would require additional training an option for this role?



Does anyone on the hiring team have any reservations about this candidate outside of qualifications or culture fit?



REDIRECT/REJECT/ARCHIVE:

If you think a candidate might be good in a different position or team, consider asking if they'd be willing to apply for a different role or for permission to keep them in your talent pool. If not, deliver the news as gently as you can and move on.



YOU'VE FOUND A STELLAR CANDIDATE.

Complete the same evaluation for your other finalists to compare them against each other and determine who will best fill the role.

