

# 8 Red Flags People Don't Catch When Hiring



Did you know the average cost of a bad hire can reach up to 30% of that employee's first-year salary? Your company's time and money is on the line when it comes to vetting candidates, making it critical to know how to eliminate those who may initially appear to fit the bill. These 8 uncommon signs to look out for can help you uncover what may typically be ignored when hiring.

# 1

## ***Lack of soft skills***

In today's competitive job market, hiring managers are finding it more and more important to hire a fit for soft skills versus hard skills alone. The reasoning? You can teach technical skills, but you can't teach personality and culture fit. This is why aptitude and pre-employment assessments are common to help predict the success of a potential candidate.

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# 2

## ***Inconsistent education***

Gaps in between education and prior experience doesn't necessarily mean you should jump to the worst possible conclusion, but it does display a lack of judgement and attention to detail.

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# 3

## ***Resume fabrications***

Did you know 85% of employees have found lies on a resume? Whether it be previous salaries, position titles, skills, or dates, these fabrications are hints of an untrustworthy candidate. Verify who they say they are with pre-employment screenings and verification signatures.

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# 4

## ***Subpar references***

Fake references have become more and more common as new online services make it easy to fake company websites and former managers. Schedule a [free consultation](#) to learn how Bottom Line Screening's verification process can help detect false references and employment claims.

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"Nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies."

- Lawrence Bossidy

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**5*****Lack of integrity***

Ethics and morality help lay the foundation of a trustworthy brand. If a candidate has troubles expressing their weaknesses or examples of a failure at work, this may indicate a lack of accountability in the workplace.

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**6*****No mention of collaboration***

Achieving a common goal amongst teams requires new ideas, opinions, and experiences. These goals can be reached more easily when proper communication is set in place. That's why it's important for candidates to demonstrate collaboration skills, no matter the job title.

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**7*****Commute satisfaction***

Studies show that commute satisfaction goes beyond distance. Some people prioritize bus or bike-friendly commutes while others seek schedule flexibility. Be sure to understand a candidate's commute goals to avoid turnover.

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**8*****Failure to follow instructions***

Some interview processes purposely include instructions for application submissions, specific office directions, or mandatory pre-employment assessments to see how closely one can follow instructions.

# How Bottom Line Screening can help

Bottom Line Screening partners with CEOs, CFOs, and HR professionals across the US to provide convenient, low-cost background checks, drug testing, and aptitude screening services. Businesses approach us when they experience issues such:

- High turnover rates
- Costly and/or long turn around times for screening services
- Simply dealing with bad customer service with their current screening process



**[Click here to take advantage of our FREE 30-minute price comparison audit!](#)**

Learn how Bottom Line Screening can save your business time and money when hiring. You can contact us to schedule at [sheri@bottomlinescreening.com](mailto:sheri@bottomlinescreening.com) or (269) 214-0697.

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Mobile & desktop online portal access	✓	✓
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High-touch, premium customer service		✓
Locally owned & operated		✓