



Why suboptimal people get hired:

1. Candidates today are well skilled in the art of interviewing (check out the *Interviewing* or *Writing Resume* sections of any book store).
2. Those doing the interviewing are not clear what they are looking for in a candidate for this specific job (thus the response many give after interviewing someone - “I liked them!”).
3. We often move too fast when we are filling positions. Doing it right, and being willing to pass on candidates that just aren’t a good fit for the job, takes time, patience and effort.
4. Our interviewing skills aren’t what they need to be.
5. Our hiring process is inadequate or a bit too loose.
6. The talent pool of qualified workers is shrinking.
7. We don’t learn enough about the candidate relative to the needs of the job to understand if their competencies match the competencies required by the job.

Notice, specific work skills and experience is not on the list. Employees rarely fail in jobs or quit because of their technical skills. This is the part of the selection process that’s pretty easy to check out before making a hiring decision. Failure usually occurs because the new employee’s personal and professional skills do not match the job or the culture of the organizations. This is true regardless of the size of the organization.

Within your organization, why do people who aren’t a good fit for the job get hired? What can you do about it?

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