

Common Reasons Managers Hire Lousy Employees



Prepared by:
Michael Mercer, Ph.D.
Mercer Systems
www.MercerSystems.com

LORMAN[®]

Published on www.lorman.com - May 2019

Common Reasons Managers Hire Lousy Employees, © Copyright 2019 Mercer Systems LLC

INTRODUCING

Lorman's New Approach to Continuing Education

ALL-ACCESS PASS

The All-Access Pass grants you **UNLIMITED** access to Lorman's ever-growing library of training resources:

- ✓ Unlimited Live Webinars - 120 live webinars added every month
- ✓ Unlimited OnDemand and MP3 Downloads - Over 1,500 courses available
- ✓ Videos - More than 1300 available
- ✓ Slide Decks - More than 2300 available
- ✓ White Papers
- ✓ Reports
- ✓ Articles
- ✓ ... and much more!

Join the thousands of other pass-holders that have already trusted us for their professional development by choosing the All-Access Pass.



Get Your All-Access Pass Today!

SAVE 20%

Learn more: www.lorman.com/pass/?s=special20

Use Discount Code Q7014393 and Priority Code 18536 to receive the 20% AAP discount.

*Discount cannot be combined with any other discounts.

COMMON REASONS MANAGERS HIRE LOUSY EMPLOYEES

Written by Michael Mercer, Ph.D. – 2/5/19

I repeatedly notice managers make four mistakes that result in hiring losers – employees they wish they never hired. I will help you avoid making these four blunders. Plus, I will reveal to you three guidelines that will help you hire fantastic employees.

1st Reason = Applicant Acts Charming

Managers feel mesmerized by applicants who act charming. Such applicants act friendly, smile at you, look into your eyes, compliment you, and display other make-you-feel-good charm.

Such applicants would earn an “A” grade in charm school.

The problem is managers who hire lousy employees tend to feel overly swayed by applicants’ charm. Resist the temptation – don’t let yourself get swept away by a smooth operator who charms you.

2nd Reason = Applicant Has Seemingly Relevant Work Experience

Many managers get carried away by applicants whose work experience appears relevant.

However, many applicants might have seemingly relevant experience. But, just because an applicant has relevant experience in one organization never means that person will do well working for you. What it takes to succeed in one organization – or working for one manager – never is exactly the same in your company or working for you.

So, do not fall in love with an applicant just because the person has semi-pseudo-relevant work experience.

3rd Reason = Manager Feels Desperate to Hire Someone Fast

I jokingly say that some managers feel a horrible compulsion to hire someone ‘yesterday.’ That means they have an open position, and they feel pressure to hire somebody right away.

That is a recipe for disaster.

Of course, sometimes you have an open position, plus you have a need to fill it ultra-soon. But, hiring with such desperation often results in hiring people you later regret hiring.

Remember: Each time you hire someone you are betting. You are betting your (a) career and (b) company. If you hire enough losers you injure your career, and may even get de-employed. Also, if you hire enough underachievers, you hurt your company – harming productivity and profits.

4th Reason = Manager Is Too Lazy to Find More Applicants

Managers who hire lousy employees frequently are lazy – and will hire almost anyone to avoid spending time finding more and better applicants. Such managers have a “To-Do List” with, for example, 10 action items to do. Regrettably, finding better applicants is not among their 10 action items.

SOLUTIONS – SO YOU AVOID HIRING LOUSY EMPLOYEES

Here are solutions to help you hire the best.

1. Never get swept away by applicants who act charming and/or have semi-pseudo-relevant work experience.
2. Never rush to hire someone fast and/or be too lazy to find more and better applicants.
3. Use pre-employment tests. Well-researched pre-employment tests – that you quickly can custom-tailor for specific jobs in your company – give you an objective, scientific evaluation of each job applicant. Important: A crafty applicant cannot fool a well-researched pre-employment test.

Three pre-employment tests can be used to assess applicants. First, a personality test forecasts an applicant’s interpersonal skills, personality, and motivations – and the test is not swayed by an applicant who acts charming. Second, cognitive ability tests measure up to five key brainpower factors – and never get affected by an applicant who may have seemingly relevant work experiences. Third, a dependability test

helps you uncover an applicant's work ethic, safety, and if the applicant may steal or be a substance abuser.

Importantly, pre-employment tests that you get custom-tailored for specific jobs in your company give you the huge advantage of being able to find out if the applicant has the most important qualities needed to succeed in your organization.

EXPENSIVE LESSON = HIRING LOUSY EMPLOYEES

Managers sometimes call and tell me they hired a lousy employee. When I question how they decided to hire that lousy employee, I overwhelmingly find they (a) hired based on applicant's charm and work experience or (b) felt desperate compulsion to hire fast or (c) were too lazy to find better applicants.

Also, managers who hired losers usually made these mistakes: Either they (a) did not test the applicant, or (b) ignored glaring warning signs pre-employment tests revealed about the applicant – warning signs indicating they should not put that person on their payroll.

As I hear their distress, I want to comfort them, so I point out, "Well, you learned from this experience."

Then, the managers always say something like this: "Yes, I learned from the hiring mistake I made – but it was a terribly expensive lesson."

3 GUIDELINES – TO HELP YOU HIRE FANTASTIC EMPLOYEES

Simply follow three guidelines to help you hire productive, dependable employees:

A. Stop getting carried away – by applicants' charm and work experiences.

B. Never hire fast – in your desperate rush to fill a position ASAP.

C. Use pre-employment tests – and pay close attention to applicants' test scores

[Learn more about pre-employment testing/](#)

Michael Mercer, Ph.D., is creator of the 3 “*Forecaster™ Tests*” - pre-employment tests - and author of *Hire the Best & Avoid the Rest™*. He can be reached at www.MercerSystems.com.

The material appearing in this website is for informational purposes only and is not legal advice. Transmission of this information is not intended to create, and receipt does not constitute, an attorney-client relationship. The information provided herein is intended only as general information which may or may not reflect the most current developments. Although these materials may be prepared by professionals, they should not be used as a substitute for professional services. If legal or other professional advice is required, the services of a professional should be sought.

The opinions or viewpoints expressed herein do not necessarily reflect those of Lorman Education Services. All materials and content were prepared by persons and/or entities other than Lorman Education Services, and said other persons and/or entities are solely responsible for their content.

Any links to other websites are not intended to be referrals or endorsements of these sites. The links provided are maintained by the respective organizations, and they are solely responsible for the content of their own sites.