

Risky Business: 6 Hiring Mistakes to Avoid

by William Vanderbloemen

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Everyone makes mistakes in hiring from time to time. Unfortunately, they are costly mistakes. I read a study last week that stated that one bad hire and termination of a \$100,000 salaried employee will cost a company on average \$1.5 million dollars. Hiring is serious, and it's risky.

Here is a list of mistakes I have seen. I hope it can help you avoid making one of your own. If you would like to hear more about this, I'll be hosting a free webinar going over each of these and a few more hiring mistakes in greater detail. I'd love to have you join us! [Email Chris](#) at [Church Community Builder](#) for more details.

6 Hiring Mistakes

- 1. Hire fast.** As a rule, churches hire too quickly and fire too slowly. Next time you are hiring, slow down a bit more than you think you should.
- 2. Wait until it's urgent to hire.** People tend to procrastinate, particularly in hiring. What ought to be an important-but-not-urgent hire is often put off until it becomes urgent. Start looking for people before you need them.
- 3. Qualify or disqualify someone too quickly.** Seeing one thing that you really like or don't like about a person can quickly turn into clouded discernment about other qualifications. Go one step further than your natural tendency in discerning a person before you make a final judgment.
- 4. Put too much trust in a resume.** Resumes are great, but they are an introduction and no more. Don't make too many decisions based on a piece of paper.
- 5. Hire too many people.** Before you hire, ask yourself: do I need this position? Can we reallocate the work elsewhere? More and more studies are showing that a lean staffing strategy leads to a healthy church.
- 6. Hire someone because a friend told you how great they are.** Great people aren't always great for your staff. Talented people aren't always a match.

Those are some mistakes I've seen. Without naming names, what would you add to the list? Join the conversation by sharing your comment.

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William Vanderbloemen is the founder and CEO of The Vanderbloemen Search Group. William has been able to combine over 15 years of ministry experience as a Senior Pastor with the best practices of Executive Search to provide churches with a unique offering: a deep understanding of local church work with the very best knowledge and practices of professional executive search. Prior to his founding The Vanderbloemen Search Group, he served as a Manager in Human Resources in a Fortune 200 company, where he focused on integration of corporate culture and succession planning. William also led growth and innovation in churches in North Carolina, Alabama, and Houston and was elected Senior Pastor for the First Presbyterian Church of Houston, a church of about 5,000 adults and 1,500 children strong.

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