



Deciding Between Two Candidates

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If you ever find yourself in the position where you need to choose between two superb candidates for your next hire then you generally need to act fast, as more likely than not they will also be someone else's top choices as well. But how do you determine which is the correct choice?

LOOK TO THE FUTURE

Most people will think about the here and now and the most pressing demand but you'd do better to think about what your future business needs will be. What are the companies long term plans? Will one of the candidate's skillsets be of better use further down the line or do they have good leadership potential?

CULTURAL FIT

You're probably sick of hearing about employing for a company culture fit but it's proven that going this route will not only guarantee an employee that will stick with a company for longer, but will also integrate faster into existing teams and therefore performs better overall.

WANT IT MORE

Out of the two candidates who seemed to be more energised and engaged throughout the recruitment process? Simply, who seemed to want it more?

If none of the above helps and you're still struggling to choose then maybe you need to look at the option of hiring both candidates. Why let good talent go and work for your competitors?

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