



# HIDDEN COSTS OF A BAD HIRE

HOW A BAD HIRE CAN NEGATIVELY AFFECT  
YOUR BUSINESS AND COST YOU MONEY

## The hidden cost of a bad hire: How a bad hire can negatively affect your business and cost you money

If you've ever experienced the hiring of an ill-fitting or 'bad' candidate then you'll understand the impact that this can have on your business. The ideal outcome of a recruitment campaign is that you find the best potential talent to add to your company whilst effectively filtering out any candidates that are not the right fit, before you get to the interview stage.

Hiring someone who is not a good cultural fit for your organisation could be damaging to your workforce and, if not managed effectively, could become quite costly, too. A survey from Career Builder showed that the cost of replacing a bad hire, before they have added any value, can be anywhere in the region of £20,000.

It's not always obvious where a bad hire has affected your bottom line but you need to take into consideration all of the ways in which they could have impacted your business.

There are extreme cases of hiring bad or negative candidates such as harassment, bullying and even theft, but these are extreme cases and less common. The more likely cases of a bad hire will be a reduction in performance of existing staff members, an increase in stress, burnout and, sometimes, unfortunately, staff members leaving.

A bad hire can have a negative effect on overall staff morale, leading to others around them picking up the slack and causing friction between team members. Negativity is the number one killer of business productivity and can spread like wildfire. A poisonous environment is bad for business and can quickly cause your business problems. Negativity can be more contagious than positivity and can have more of an impact on other team members, which can cause others to start adopt the negative behaviour. When this happens, you need to take immediate action and remove, or adjust the behaviour of, the cause of the problem.

When it comes to the physical costs relating to recruiting, inducting and training a bad employee, not only does it cost you time but it can cost you in healthcare benefits, uniforms and any other related staff perks that you have. Not only this, but once a bad employee has been identified and removed, you then have to invest more money in to advertising to find a suitable replacement.

Allowing a bad hire to slip through the net can happen to the best of us, it sometimes can't be helped, but it can have a huge knock-on effect on other staff members around them, causing uncomfortable situations - but can you effectively identify a 'bad hire' before it's too late?

The risk of hiring bad employees can be mitigated by developing recruitment and retention strategies whilst setting candidate expectations from the start; enabling your organisation to reduce the risk of costly hiring mistakes.

We have created a simple survey to help you analyse the potential areas that you need to solve. Take the 'Recruitment Assessment Survey' today.

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