

Have we forgotten the importance of reference checks?

Risk Management

Don't underestimate the value of a thorough reference check. The information you gain can save you from disastrous hires, or help you more easily onboard and manage the successful candidate in their new position. This is your chance to learn about a candidate's work style from another experienced manager who's already evaluated their strengths and weaknesses on a day-to-day basis.



58%

is the staggering low number of employers who check employment history and references, and even fewer verify education.



Cultural Fit

Reference questions can also tell you a lot about a candidate's soft skills. Such as, their level of motivation, if they demonstrated empathy, whether they prefer working alone or as part of a team, whether they possess flexibility, stability, or other traits the position calls for — and that's a major factor in finding the right person for the position.

86%

of companies have discovered at least one lie on a candidate's resume or application.

69%

of hiring managers have changed their mind about a candidate after checking references.

30%

of an employee's annual salary can be the cost of a bad hiring decision.

"The potential insights that can be gathered about a candidate from people they have worked with in the past should be some of the most valuable information a recruiter could ask for and ought to be factored into the screening process and the hiring decision..."

Steve Boese, Co-Chair HR Tech Conference



Finding the Time

The number one reason employers avoid checking references is the time and effort it takes. Many hiring managers say that making phone calls and tracking down each one of a candidate's references often takes hours, not just minutes.

www.referencegetter.com

Sources:
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