



PT WORK Force™

Have You Been Ghosted?

Have you set up a telephone interview with a viable candidate who didn't answer when you called? And, didn't bother to contact you with a reason?

Hired a great candidate to fill your open sales position only to have him not show up on the agreed upon start date? And, doesn't call to tell you why? Or, your new hire goes to lunch and never comes back?

If any of these scenarios sound familiar, you've been "ghosted" and you are not alone. Many employers are seeing this happen to them and [USA Today](#) recently reported businesses advise this is happening from 20 to 50 percent of the time. With unemployment low and job options plentiful, ghosting is becoming more rampant in the employment arena.

A [recent article](#) on the Fisher Phillips website, a firm specializing in employment law, offers ten tips on ways to avoid having this happen to you. Below are three you might want to consider:

- Keep an open mind when reviewing resumes. Instead of inviting three candidates in, up the number to six to allow for some no-shows
- Change from one-on-one interview sessions to group interviews – remember to advise the candidate of this new process
- Speed up your hiring process in any way possible, including decreasing the time to set up an in-person interview and asking if the candidate can start immediately

Action Step:

Review your hiring process and include steps to decrease the chances that you will be ghosted.

