



PT WORK Force®

What You Can Do to Prevent Being Ghosted

According to [*The Ghosting Guide: An Inside Look at Why Job Seekers Disappear*](#) an article appearing on the Indeed Blog, 83 percent of employers have experienced ghosting (when someone applies for or accepts a job but does not show up). Indeed surveyed 4,000 job seekers to see how many have ghosted an employer. According to the survey, only 18 percent admitted ghosting during the hiring process.

The majority of those admitting they ghosted and employer did so early in the hiring process by either failing to show up for a scheduled interview or not responding to recruiters after the initial contact.

Although some reasons for ghosting like receiving a better offer or deciding the job was not a fit for them are outside the control of a recruiter, there are things that can be done to reduce the chance of being ghosted.

Recruiters can be more open with their communications. Let the applicant know when they can expect to hear back and make this a quick turnaround. Employers that take weeks or even months to notify an applicant that they have been offered the position are much more likely to be ghosted as the applicant has most likely found another job.

There are other reasons such as the employer's rudeness or poor attitude, and the company's reputation that can also cause the applicant to not respond to employer's communications.

Action Step:

Take stock of how long it takes you to extend an offer and how often you communicate with job candidates and find ways to improve.

