

Signs You're About to Hire the Wrong Person

A checklist for that moment when everyone's nodding a bit too quickly.

Classic Red Flags

- "We just got a really good feeling."
(Translation: No one asked real questions, but they were nice.)
- "They reminded us of our last hire."
(Cool. But did the last one work out?)
- "They said yes quickly, which was... convenient."
(Fast answers aren't always thoughtful ones.)
- "They seemed confident."
(So do salespeople. Doesn't mean they can deliver.)
- "They'd be fun to have a drink with."
(You're hiring a teammate, not starting a pub quiz team.)
- "They had a strong CV."
(So does half of LinkedIn. What did they actually do?)
- "They clicked with us immediately."
(That could mean chemistry. Or just familiarity bias.)
- "We don't have time to keep looking."
(Which is exactly how you end up hiring again next month.)

Gut check

**Your gut isn't the problem.
But if it's the only thing you're relying on? That's the problem.**

**Trust your gut.
But back it up with better hiring.**

Work with Flink. Get it right the first time.
