

# Simplify Candidate Screening - No More Headaches!



Recruiting the right employee can be tough, especially when you're sifting through a pile of CVs that all seem to blend together. You know there's a gem of a candidate in there somewhere, but finding them feels like searching for a needle in a haystack.

I've been there, spending countless hours scrolling through CVs, hoping to find that standout candidate. But relying solely on CVs often leads to wasted time and disappointing interviews.

## So how do you make the search easier and more effective?

Instead of blindly scanning through CVs, focus on what truly matters.

- What qualities do you want in a candidate?
- What sets someone apart
- What makes them a great fit for your company?

Cvs can only tell you so much. They don't reveal why a candidate applied for your job, what they're looking for in their next role, or what motivates them. And we've all been in those awkward interviews where it's clear within minutes that it's not a good fit.

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That's why it's essential to ask candidates to share more about themselves before diving into their CVs. Instead of using traditional application forms that can deter applicants, opt for a few simple questions that give you valuable insights into their motivations and aspirations.

## Make it Easy



These questions shouldn't be complicated or time consuming. Aim for 8-10 straightforward questions that candidates can answer online, in just a few minutes. This approach weeds out candidates who aren't genuinely interested in your job while providing you with a clearer picture of those who are.

We call our online screening tool the "Applicant Qualifier," and it's transformed our service.. By sending it to every applicant, we've drastically reduced the time spent reviewing CVs and conducting screening calls. It's helped us to identify top candidates with ease and led to more meaningful conversations during interviews.

## Create Your Own Online Assessment Tool

You can create your own Applicant Qualifier using tools like an ATS or Mailchimp, or you can use ours as part of our Application Booster service. Whichever option you choose, incorporating this screening process into your hiring strategy will save you time and help you find the perfect candidate for your small business.

