

# The HR360 Ltd No-Show Checklist

Risks that a candidate you offered a position to will renege on the offer or become a no-show on Day 1



## Mental Pulse\*

- The role requires skills that are in high demand.
- It's a graduate role.
- They were not very well prepared for the interview.
- They didn't have very interesting insights, and papered over this deficiency with charisma.
- There was an assignment element to the interview process, and they were unwilling or slow to complete it.

## Physical & Agility Pulse\*

- They are a job hopper.
- The role would not be a progression for them, but more of a lateral move.
- During interview process, they got easily frazzled by various environmental stressors
- They asked about remote working and you don't offer it
- There's a certain lack of urgency on their part, as if they can't be bothered
- Salary expectations are considerably away from what you offer (20% or more)
- The role is low paid / non-prestigious
- There's a lot of excuses for delays on their part
- There's a lack of effort in the formalities: CV, cover letter, appearance
- They are based elsewhere and would have to relocate to you - or work from home

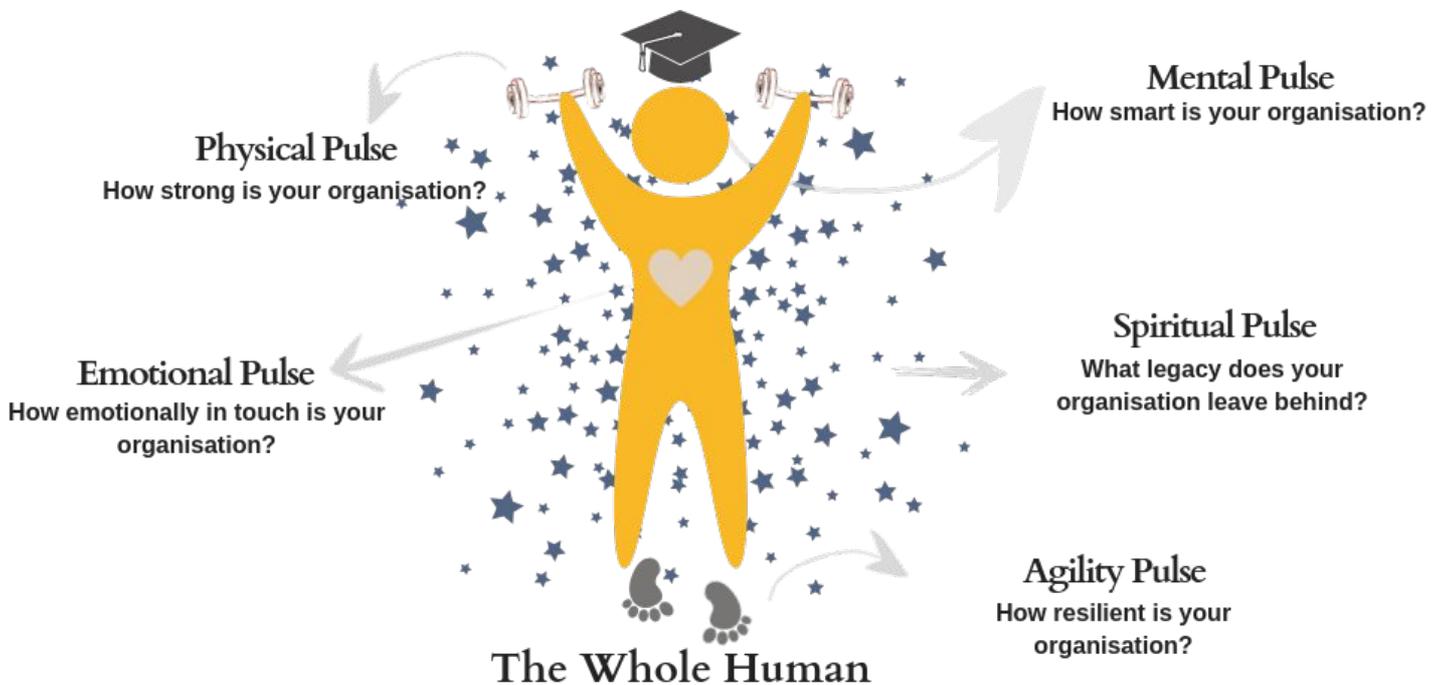
## Emotional & Spiritual Pulse\*

- They don't appear engaged in the process or excited about the role.
- Inappropriate communication - Relaxed or lazy in responses, use slang, lack of salutation / complimentary responses etc.
- They seem relatively happy in their current job.
- They seem overly keen to get out of their current role fast.
- The role is at odds with their obvious lifelong passion.
- Their hobbies and interests aren't aligned to the role or what the company can offer.
- They did or said something that is at odds with your company values.
- Are YOU convinced they are PERFECT for you? Beware: In your excitement you may overlook something.

# The HR360 Ltd Five Pulse Model

The Five Pulse Model suggests that a candidate or employee has five fundamental needs that they are seeking to fulfil via their job.

By observing candidates' behaviour throughout the recruitment process with this framework in mind, you can recognise and easily categorise risk factors that may reveal someone who will likely renege on your job offer or not show up on Day 1.



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