

The Crosschq Q Report

Connecting hiring data with business outcomes to drive actionable Hiring Intelligence.

Understanding what Quality of Hire is and how to measure it is key to building higher-performing teams and future-proofing your workforce.

01 MOST INTERVIEWERS ARE NOT VERY GOOD AT IDENTIFYING TOP TALENT

Crosschq Data Labs research shows:

Only 9% of interview scores correlate to Quality of Hire.

Interviewing is weighted heavily in hiring decisions, but it's actually a fairly unreliable way to choose the best candidate. How skilled are your stakeholder interviewers?

Most interviewers lack training and are not skilled or experienced at the task; in Crosschq Data Labs research, more than half had only done one isolated interview, and 76% conducted only one interview per year.



CONCLUSION

Interview scores are generally not very predictive of post-hire success; however, interviewers who have conducted a higher number of interviews are typically more reliable.



ACTION

Get interview training in place. Set up consistent stakeholder meetings to review candidates and discuss observations. Learn about inherent biases in an effort to build processes that are bias-free.

02

MANY PRE-HIRE ASSESSMENTS ARE UNRELIABLE FOR PREDICTING QUALITY OF HIRE

Crosschq Data Labs research shows:

There is NO strong link between pre-hire assessment data and Quality of Hire. In fact, 6 out of 10 assessments analyzed were not predictive of Quality of Hire.

Not all tests predict Quality of Hire. Certain types of pre-hire cognitive assessments are inversely correlated to candidate success. (The higher a candidate scored pre-hire, the worse they performed in their role post-hire.)

Are tests worth the trouble? Some role-specific assessments, including technical tests for engineers or mock-sales pitches for account executives, did correlate with higher quality.



CONCLUSION

Pre-hire assessments should be evaluated with a critical eye when it comes to using them for pre-hire predictions of Quality of Hire.



ACTION

Take a closer look at the real impact of your candidate tests and the results. Tie those results to their new hire productivity. For those who scored highly, did they perform well at the organization?

03

DIVERSITY HIRING HAS SLOWED SIGNIFICANTLY IN THE LAST 6 MONTHS

Crosschq Data Labs research shows:

Diversity hiring has decreased 11% over the last two quarters compared to the prior six quarters.

Diversity hiring (gender and ethnicity) has decreased 11% (8.7 percentage points) when comparing January 2022 to May 2022 (76.6%) over the time period June 2022 to December 2022 (67.9%). Concurrently, there has been an uptick of diversity terminations (voluntary and involuntary) starting in August 2022. The second half of 2022 saw 9.2% more diverse monthly terminations than the previous 12 months.



CONCLUSION

These recent signals indicate that diversity hiring efforts are slowing down considerably, which may effectively be undoing any recent progress. A slow down on diversity sourcing or focus on DEIB hiring strategies will have a lasting impact in quarters to come.



ACTION

Although there's always competing distractions, a renewed commitment is necessary to ensure we keep our eye on these goals and succeed in our collective diversity hiring efforts.

04 INTERNAL REFERRALS ARE NOT THE BEST SOURCE OF NEW HIRES

Crosschq Data Labs research shows:

Internal referrals for open jobs do NOT correlate with a successful Quality of Hire.

Why do internal referrals have a lower Quality of Hire? A few reasons this channel may not be your top source for quality candidates include referral bias, less scrutiny during the selection process and economic incentives impacting employee referral decisions.



CONCLUSION

Tapping your employees for referrals may not be the best use of sourcing time. Not sure? Measure it! Start by defining what "successful hire" means to your organization. Is it retention, productivity, team fit, all of the above? Track which sources bring you the best "successful" hires.



ACTION

When interviewing internal referrals, ensure they are given the same rigorous screening process as external hires. Always supplement your internal referrals with external sources for hiring.

[Read Crosschq's Full Q Report here >>>](#)



05 CANDIDATE FRAUD IS ON THE RISE AND THAT'S NOT GOOD FOR QUALITY OF HIRE

Crosschq Data Labs research shows:

Candidate Fraud for Reference Checks Has Gone Up 3.8x since 2021

More candidates are committing fraud during the application process than ever. In fact, after analyzing 200,000 data points between January 2021 and May 2023, the Crosschq Data Labs team found that candidates are almost 4x more likely to intentionally misrepresent themselves during the reference checking process than they were in early 2021.

Who's Lying?



72%

ADMIT TO LYING ON THEIR RESUMES



38%

HAVE LIED IN INTERVIEWS



45%

THINK IT'S ACCEPTABLE TO LIE IN AN INTERVIEW

Candidates who were flagged for committing fraud have a 27% lower Quality of Hire.

CONCLUSION



Unfortunately, candidate fraud is on the rise. This matters for several reasons in addition to simply wasting recruiter time. Candidate fraud can negatively impact productivity, team morale and flat out cost you money, particularly in relation to bad hires and regrettable losses.

ACTION



Recruiting teams will need to be resourceful to stay ahead of the game. Ask candidates for specific experience examples, verify all facts using background and reference checks, and use technology and tools to confirm candidate skills and competencies.

Read Crosschq's Flash Q Report on Fraud here >>>



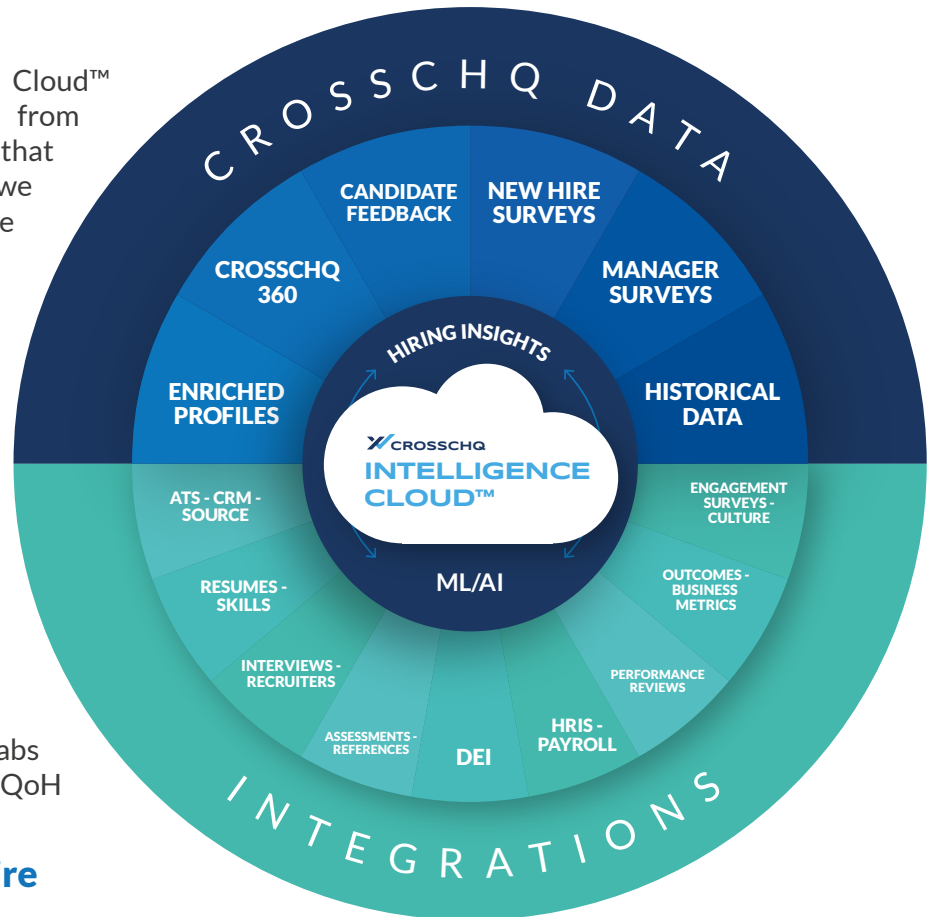
An integrated platform that is your single source of truth for Quality of Hire

Crosschq's Talent Intelligence Cloud™ connects millions of data points from dozens of sources and by enriching that data with advanced surveys, we enable companies to connect the dots and get on-demand, actionable insights that are based on hiring outcomes.

To date, we have touched over 24 million hiring decisions enabling our machine learning (ML) and artificial intelligence (AI) to get smarter and ultimately more predictive. The result is the industry's most powerful recruiting analytics platform that is based on business outcomes.

You can get all Crosschq Data Labs Quality of Hire insights in our QoH Library:

[Crosschq.com/QualityofHire](https://crosschq.com/QualityofHire)



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QUALITY OF HIRE
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