

Crystal  WEBINAR

# Navigating the Evolving Landscape of HR and Recruiting



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# Today's topics

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- The current state of the HR & recruiting market
- The true costs of a bad hire and how to avoid them
- How to spot potential and hire based on individuals' strengths
- The importance of finding people who fit in with your company culture
- Tips for thinking several steps ahead in the recruiting process, like a game of chess



## Recent trends in HR & Recruiting:

- Increased focus on diversity, equity, and inclusion in the workplace
- Rise of remote work and flexible scheduling options
- Use of AI and automation in the recruiting process
- Emphasis on company culture and candidate experience





## What does this mean for employers & job seekers?

- Employers may need to adapt their recruiting strategies to attract top talent
- Job seekers may have more options for flexible work arrangements, but competition for jobs may also increase
- Emphasis on company culture and values is becoming increasingly important for both employers and job seekers
- Technology is changing the way recruiters and HR professionals approach the hiring process

# Did you know?

Hiring and onboarding new employees  
can cost up to **\$240,000.**

- Jörgen Sundberg, CEO of *Link Humans*

# The true costs of a *bad hire*

Bad hire costs can reach up to **30%**  
of the employee's first-year earnings.

*U.S. Department of Labor*

Bad hires cost the US anywhere from  
**\$450 billion to \$550 billion**  
in lost productivity each year

*Gallup*

# Additional costs of a *bad hire*

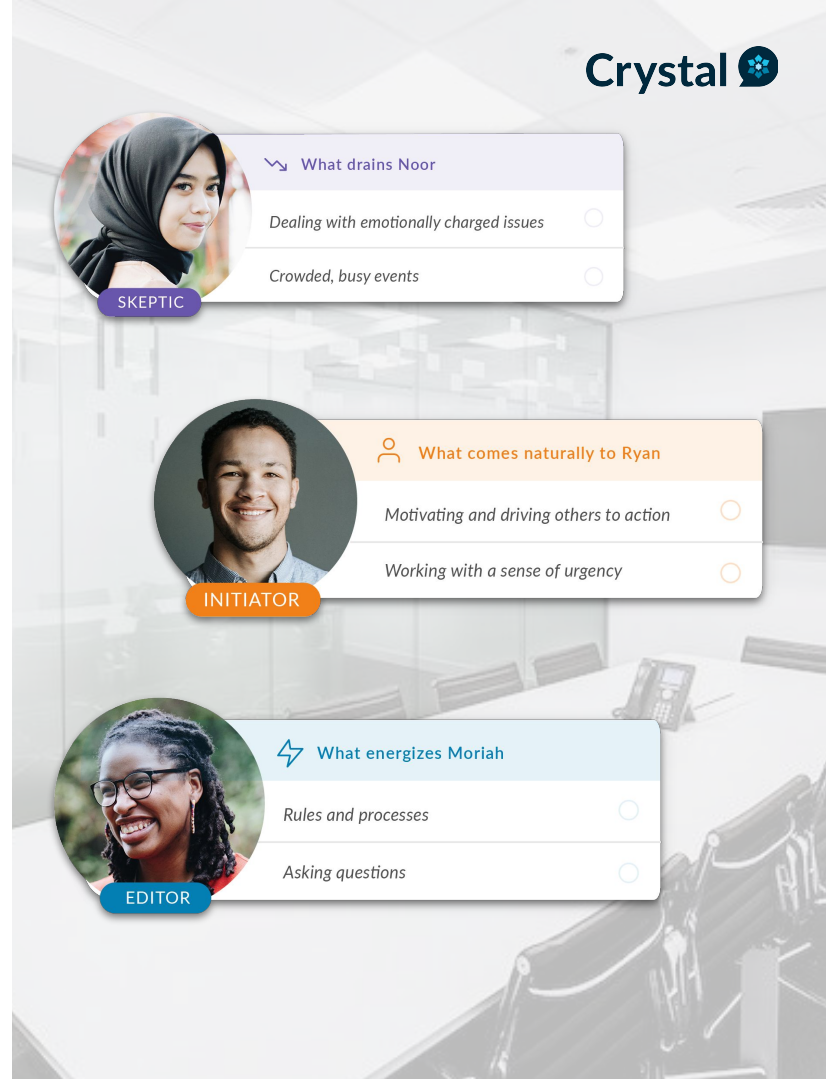
- Lost Productivity
- Lost Clients
- Damaged Employer Reputation
- Decreased Teamwork
- Lost Time Supervising a Bad Hire

Cultural fit can account for up  
to **89%** of new hire failures.

- Recruiting Daily

## How do we avoid bad hires?

- Determine the ideal personality traits, values, and work style
- Avoid hiring based solely on technical skills or qualifications
- Use personality assessments and tools, like DISC and Crystal, to evaluate a candidate's natural personality and preferences
- Involve multiple team members in the interview process to assess fit from different perspectives



The screenshot displays the Crystal assessment interface for three candidates. Each candidate's profile includes a circular portrait, a personality type label in a colored pill, and a list of assessment questions with radio button options.

Candidate	Personality Type	Assessment Questions
Noor	SKEPTIC	<ul style="list-style-type: none"><li>What drains Noor<ul style="list-style-type: none"><li>Dealing with emotionally charged issues <input type="radio"/></li><li>Crowded, busy events <input type="radio"/></li></ul></li></ul>
Ryan	INITIATOR	<ul style="list-style-type: none"><li>What comes naturally to Ryan<ul style="list-style-type: none"><li>Motivating and driving others to action <input type="radio"/></li><li>Working with a sense of urgency <input type="radio"/></li></ul></li></ul>
Moriah	EDITOR	<ul style="list-style-type: none"><li>What energizes Moriah<ul style="list-style-type: none"><li>Rules and processes <input type="radio"/></li><li>Asking questions <input type="radio"/></li></ul></li></ul>



## Tips for seeking out hidden talent:

- Consider candidates with non-traditional backgrounds, such as career changers, self-taught professionals, and those who have overcome significant challenges
- Look for transferable skills and passion that may not be reflected in traditional qualifications
- Seek out candidates who align with your company values and culture, even if their background or experience is unconventional



## Thinking ahead in recruiting: Mastering the Art of the Recruiting Chessboard

- Build a talent pipeline to anticipate future hiring needs
- Consider long-term fit and potential for growth when evaluating candidates
- Develop an employer brand strategy that aligns with future company goals and initiatives
- Stay up-to-date on industry trends and labor market shifts to anticipate future hiring challenges
- Implement succession planning and leadership development programs to build a strong internal talent pool

# Q&A





# Invest In Your Team

Whats stopping you?



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Pharmaceutical Executive Recruiter. Career Match-maker. Team builder.  
On a mission to help as many people as I can.

Talks about #oncology, #pharmajobs, #biotechnology, and #commercialroles

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