

Speed Counts in Hiring:

How to Make Your Best Interview Impression the First Time

INTRODUCTION

Today, employers don't have the luxury of a leisurely pace in the hiring process. But they also can't just rush into interviews with untrained, unprepared staff. In the 2023 Lighthouse Research & Advisory Talent Acquisition Trends Study, we surveyed 1,000+ employers and 1,000 candidates to understand the landscape of hiring today, and some of the surprising findings are found below.

Speed is of the Essence in the Modern Hiring Environment



Two out of the top three reasons candidates ghost employers come down to **speed and hiring workflows**.



84% of candidates say that anything more than two interviews or phone screens is overkill.



Every touchpoint with a candidate is critical for moving them forward and increasing their interest in the job role, but many companies don't train staff to be effective at this, especially when it comes to interviews.

Interviewer Training is Powerful, yet Underutilized



35%

35% of employers either provide no interviewer training at all or just a token amount.



40%

Companies that do not provide interviewer training have a 40% increase in the number of hiring managers that make poor hiring decisions.



50%

One out of every two candidates thinks that their interviewers had any training, meaning there is clearly room for improvement.

Employers with the best results use these training methods:

Coaching + Reviews + Feedback

CONCLUSION

If employers are going to achieve the right results from their interview processes, they must be willing to develop and support their interviewers with relevant and helpful training. This creates more candidate-friendly processes and leads to better and more consistent selection of high-quality candidates as well.

Check out all of our research and learn more about how it can support your organization's talent, HR, and learning objectives.

[LHRA.io/research](https://lhra.io/research)

ABOUT THE RESEARCH

The Lighthouse Research & Advisory 2023 Talent Acquisition Trends study was gathered via online surveys in Q1 2023 from 1,120 global employers and 1,000 candidates currently looking for work. Additional data was gathered in Q3 2023 from 500 U.S.-based candidates looking for work.