

How To Prevent Hourly Hiring Interview No-Shows

Schedule the interview now!

Competition in hiring is fierce! Every *hour* that you don't connect with a candidate, the chance that they have taken another position increases. We recommend scheduling interviews as soon as possible, the same day or next day, to reduce the chance of job seekers taking another offer and abandoning you.

Send reminder texts the evening before the interview.

One of the nice features of texting with applicants is that you can easily send a message to remind the candidate that they have a meeting or call scheduled. This helps hiring managers reduce frustrating no shows by giving candidates the opportunity to confirm the time/location or reschedule.

Create value during the text conversation.

The goal of messaging with applicants is to be as engaging as possible! Make sure job seekers know you are excited about them - versus trying to schedule an interview in the first message. Try including a message such as "We have great benefits and can't wait to connect with you!" in your text conversation.

Consider phone interviews.

Phone interviews can be an important step in the hiring process. Not only can you further vet applicants, but potential employees get the chance to learn more about the organization and person who sits on the other side of their application. They make your job feel like a true opportunity.