

3 Unknown Roadblocks in Your Hiring Process: A Practical Cheatsheet



Not all hiring roadblocks come from a tight talent market or a lack of applicants. Surprisingly, a lot of that risk starts with a few small mistakes companies don't even know they're making. Here are three we see all the time at Hoops, so you can get ahead of them!

3 Unknown Hiring Roadblocks



Roadblock 1: Your Job Posting Doesn't Match the Actual Job

A job posting is often the only place a role's expectations get written down, but most are built on assumptions, not the job itself.

The Reality:

A wish list of to-dos isn't the same as the goals someone will actually be graded against, and that mismatch often surfaces at review time.

The Fix:

Bring in someone who knows the daily work, not just generalizations by managers or HR. Ideally, someone who used to be in the role or works closely with it. Include performance goals, and keep must-haves and nice-to-haves separate.



Roadblock 2: Relying on Outdated Pay and Benefits

Trouble filling roles also comes from misjudging what it actually takes to land a top performer today.

The Reality:

An outdated pay range, limited benefits, and no location or schedule flexibility make it hard to compete for top talent who have options.

The Fix:

Check recent salary data for your region to make sure your pay is competitive (Hoops can pull this for you). If you can't raise the salary, highlight strong perks like flexible hours, remote work, or clear paths for promotion. Or if needed, revise the role level or requirements to be in-line.



Roadblock 3: Screening for Paper Over Potential

Technical skills and years of experience are easy to screen for, but they're rarely what makes or breaks a great hire.

The Reality:

Filtering resumes by technical skills and years of experience may sound right, but paper qualifications alone rarely predict who will thrive, collaborate well, or stay with you long-term.

The Fix:

Expand your interview process to include past behavioral questions that test core soft skills. Think areas like reliability, accountability, and a genuine willingness to learn. Tools can be trained; those traits usually can't.

Bonus Roadblock: Onboarding Ends Too Early

Most leaders treat the first 90 days as the finish line, but it takes new hires 8 to 12+ months to reach full proficiency.

The Reality:

A new hire can be the right person for the job and still fail if nobody keeps defining what success looks like past the first few months.

The Fix:

Start with a 30-60-90-day plan that sets clear goals at each stage. Then keep regular, structured check-ins with performance feedback going through the full first year.

Want more practical hiring strategies?

Follow [Hoops HR](#) for more practical tips!

Contact us at

connect@hoopshr.com

+1 (877) 262-7358

hoopshr.com