

# Is your hiring passing the pressure test?

## A simple way to spot when hiring pressure is building quietly

### Before you start:

This is not about what's gone wrong. It's about spotting where hiring momentum may have drifted and if pressure is starting to show up elsewhere.

Answer honestly. This is for you.

For each statement, choose the number that best reflects how true it feels right now.  
1 Not true, 2 Mostly not true, 3 Sometimes true, 4 Mostly true, 5 Definitely true

When you're finished, look at which numbers you chose most often to see where hiring momentum is sitting.

### Momentum & Pace

- Hiring is taking longer than we expected when plans were agreed
- Decisions feel heavier now than they did before the break
- We've paused, restarted, or revisited the process more than once
- Candidate availability looks different than it did initially
- What felt straightforward before now takes more effort

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### Knock-on Impact

- Gaps are being covered informally rather than through plan
- Teams or supervisors are stretching to keep things moving
- Overtime, juggling or workarounds are increasing
- Pressure is showing up beyond the vacancy itself
- We're managing, but it's not ideal

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### Confidence & Control

- We're less confident in the hiring plan than we were before the break
- Small changes now feel harder to absorb
- There's less flexibility than we expected at this stage
- We're having to be more cautious with decisions than planned
- It feels harder to keep hiring aligned with delivery or workload

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### Your score

#### Mostly 1s and 2s - Momentum holding

Things are broadly on track. Some pressure is normal, but nothing suggests drift is taking hold.

#### Mostly 3s - Momentum drifting

Hiring is still moving, but pressure is starting to spread quietly.  
This is where January often begins to feel harder than expected.

#### Mostly 4s and 5s - Momentum at risk

Pressure is likely showing up beyond the vacancy.  
Recovery will take more effort if things continue as they are.

# What this means in practice

A few practical ways to think about next steps, depending on where hiring momentum is sitting.

## If momentum is holding (mostly 1s and 2s)

Things are broadly on track; here's how to make sure momentum doesn't start to slip without anyone noticing.

### Focus on:

#### Keeping the process moving, even when nothing feels urgent

- For example: not letting interviews drift, decisions wait for diaries to align, or next steps sit "until next week".

#### Checking that the candidate shortlist still reflects reality

- Who is actually still available, still interested, and still a realistic option now, not just on paper.

#### Being careful with short pauses that quietly become longer ones

- A quick pause to regroup is fine. Leaving things open-ended is usually where drift starts.

### Helpful mindset:

If things feel fine, that's good. Just keep an eye on anything quietly shifting from "fine" to "harder than expected".

## If momentum is drifting (mostly 3s)

Hiring is still moving, but it's taking more effort than it should and pressure is likely starting to show up quietly.

### Focus on:

#### Noticing where the process is starting to wobble

- For example: interviews getting pushed back, feedback taking longer, or decisions being revisited that felt agreed before.

#### Paying attention to who is absorbing the extra load

- Supervisors, senior staff or existing team members often carry the pressure first, before it becomes obvious elsewhere.

#### Checking whether the current approach still fits the situation

- What worked before the break might not be quite right now, even if the role hasn't changed.

### Helpful mindset:

This is often the easiest point to steady things before they become harder to pull back. An outside view at this stage helps clarify what's drifting and what just needs a small adjustment.

## If momentum is at risk (mostly 4s and 5s)

Pressure is likely showing up beyond the vacancy itself, even if things still look manageable on the surface.

### Focus on:

#### Stabilising the situation before trying to push it harder

- When momentum has slipped, speeding things up without changing approach usually increases strain rather than fixing it.

#### Reducing the load on people carrying the pressure

- This might mean putting temporary cover in place, narrowing focus, or adjusting expectations while decisions are worked through.

#### Looking at options, not just the original plan

- At this stage, flexibility matters more than sticking rigidly to how things were originally meant to run.

### Helpful mindset:

The goal isn't necessarily to restart everything. It's to steady what still holds and prevent further knock-on impact. Here an outside view can help clarify what's drifting and what just needs a small adjustment.