

Hiring Risk Self-Check

Are your hiring decisions relying too much on interviews alone?

Use this quick self-check to identify where hiring risk may be entering your recruitment process — and where structured assessment tools could support better, more objective people decisions.

☐ We have clearly defined what success looks like in the role after 3, 6 and 12 months.

☐ We know which skills, behaviours, motivations and work style factors are essential for success.

☐ All interviewers are aligned on what "good fit" means for this specific role.

☐ We use consistent interview questions across candidates.

☐ Interview feedback is recorded against agreed criteria.

☐ We actively reduce bias by comparing candidates against role requirements.

☐ We use more than the CV and interview to assess suitability.

☐ For higher-risk roles, we consider structured assessment tools before making a final decision.

☐ We explore candidate–job fit, problem-solving, motivation, communication style or leadership potential where relevant.

☐ Interview or assessment insights are used to support onboarding and development after the hire.

How Did You Score?

8–10 Checked

Your process is relatively structured. Assessment tools may strengthen specific hiring decisions.

5–7 Checked

There may be moderate hiring risk. Consider adding assessment tools to improve comparison and candidate–job fit.

0–4 Checked

Your process may be exposed to avoidable hiring risk. A more structured approach could help reduce costly mismatches.

Where Assessment Tools Can Help

ArchProfile provides science-based assessment tools and reports. misco supports assessment selection, administration, HR context and the practical application of outputs within your organisation.



Cognitive & Aptitude

Reasoning, learning agility and problem-solving capability.



Personality & Emotional Intelligence

Work style, interpersonal behaviour and development areas.



Leadership & 360° Feedback

Leadership capability and development needs.



Career & Motivation

Role fit, drivers and individual preferences.



Wellbeing-Related Tools

Support and development conversations, used responsibly and where relevant.



Malta-Specific Note: In Malta's competitive labour market, a poor hire can affect recruitment cost, productivity, service levels, team morale and management time — particularly in SMEs and lean teams.

Want to Strengthen Your Hiring Process?

misco can help you explore how ArchProfile assessment services support recruitment, candidate–job fit, leadership potential and development planning.

Get in Touch

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ArchProfile assessments are provided as science-based tools and reports.