

# How to choose the right hiring tools to find qualified candidates

In today's competitive hiring market, the most successful companies are those that infuse time-saving technology into their hiring strategies. Here's what to keep in mind when evaluating hiring tools.

## 1 Find more candidates with sourcing tools

Finding or sourcing candidates is almost always the first step in the hiring process, and it's one that requires casting a wide net. Tools in this stage should focus on:

- Connecting you to more candidates and recruiting channels to increase your potential of finding the best hire
- Providing information on candidates' skills, experience, and other qualifications so you can understand their fit for the role
- Generating a good sense of candidates' backgrounds so you can personalize your outreach and increase response rates

## 3 Build relationships with engagement tools

If your engagement approach isn't compelling or thoughtful, top candidates will soon be looking elsewhere for their next jobs. Tools in this stage should focus on:

- Helping you maintain a connection with candidates and keeping them in the know about their progress in the hiring process
- Telling your company's story and inspiring candidates to work with you
- Proofreading your emails, job posts, and web pages to help nurture a positive perception of your company

## 2 Vet candidate fit with assessment tools

Here's where you want to gauge for hard skills like specialized experience, as well as soft skills like personality traits – both necessary for candidates to succeed on the job. Tools in this stage should focus on:

- Testing for specific competencies to reveal how applicants might handle different work scenarios
- Getting insight into a candidate's personality to understand their ability to collaborate, problem-solve, and communicate
- Establishing an unbiased vetting strategy to make sure all candidates are measured objectively

## 4 Manage your candidate pool with applicant tracking systems

As more candidates engage with your open roles, it's important to keep these candidates organized so no one falls through the cracks. Tools in this stage should focus on:

- Organizing and tracking every candidates' recruitment status
- Surfacing candidates best suited for the role based on how their skills and experiences align with the job description
- Identifying which online channels drive the highest number of qualified applicants to your role



## 5 Set employees up for success with onboarding tools

Although onboarding happens after candidates are hired, it's a critical point in the employee lifecycle for ensuring retention. Tools in this stage should focus on:

- Shortening the learning curve so new employees can start contributing sooner
- Increasing retention rates by setting up employees for long-term success
- Facilitating administrative tasks so employees can seamlessly transition into their new roles

[Learn more](#) about how LinkedIn is your one-stop shop for finding, engaging, and hiring the right candidates for your company.

