

The Neohiring Executive Hiring Precision Checklist

**A Practical Tool for More Objective Leadership
Hiring**

**Use this checklist before your next critical hire to identify gaps
in your recruitment process and reduce the risk of hiring the
wrong leader.**

PHASE 01 — DEFINE THE NEED

Business Context

- ☐ Why are we hiring this role now?
- ☐ What specific business problem must this person solve?
- ☐ What happens if we do not hire them?
- ☐ What must be different because this person joins?

First 90 Days

- ☐ What must they understand in the first 30 days?
- ☐ What decisions must they make early?
- ☐ What problems cannot wait?
- ☐ Which key relationships must they establish?

First 12 Months

- ☐ Are 3–5 measurable outcomes clearly defined?
- ☐ Can we objectively determine whether the hire was successful?
- ☐ Are these outcomes connected to the company's current priorities?

Reality Check

- ☐ What is the hardest part of this role?
- ☐ Why could even a strong candidate fail here?
- ☐ What resources will actually be available?
- ☐ Where will the person have autonomy?
- ☐ Where will they depend on founders or other executives?

Phase 1 complete?

- ☐ Yes ☐ No

PHASE 02 — MAP THE RIGHT TALENT

Target Market

- ☐ Have we identified companies where similar challenges have been solved?
- ☐ Have we considered comparable growth stages and operating environments?
- ☐ Have we mapped the roles that previously owned similar problems?

Candidate Evidence

- ☐ Has the candidate solved a similar problem before?
- ☐ Have they worked in a comparable environment?
- ☐ Have they demonstrated measurable results?
- ☐ Is there clear evidence of relevant leadership experience?

Passive Talent

- ☐ Are we considering candidates who are not actively job hunting?
- ☐ Is our target list focused on relevance rather than volume?
- ☐ Can we clearly explain why each priority candidate is relevant?
- ☐ Is our outreach based on a specific challenge rather than a generic opportunity?

Phase 2 complete?

- ☐ Yes ☐ No

PHASE 03 — EVALUATE WITH EVIDENCE

Scorecard

- ☐ Does every critical competency have a defined evaluation method?
- ☐ Are all interviewers using the same core scorecard?
- ☐ Are the evaluation criteria connected to the actual business outcomes?

Interview Structure

- ☐ Does each interview have one clear objective?
- ☐ Are we collecting specific behavioral evidence?
- ☐ Are we testing strategic thinking?
- ☐ Are we testing decision-making under pressure?
- ☐ Are we assessing contextual fit?

Decision Quality

- ☐ Is every assessment supported by evidence?
- ☐ Are we avoiding the Halo Effect?
- ☐ Are candidates evaluated against the role — not simply against each other?
- ☐ Are critical weaknesses being discussed openly?

Process Speed

- ☐ Are decision-makers clearly defined?
- ☐ Is feedback provided within 24–48 hours?
- ☐ Are unnecessary interview stages eliminated?
- ☐ Are next steps clear after every stage?

Phase 3 complete?

- ☐ Yes ☐ No

PHASE 04 — ALIGN BEFORE THE OFFER

Company → Candidate

- ☐ Is the real challenge of the role clearly explained?
- ☐ Are responsibilities and ownership clearly defined?
- ☐ Is the level of autonomy clear?
- ☐ Are available resources and constraints transparent?
- ☐ Are first 90-day expectations realistic and explicit?

Candidate → Company

- ☐ Do we understand the candidate's expectations?
- ☐ Do we understand the environment in which they perform best?
- ☐ Do we understand their motivations for making a move?
- ☐ Are their motivations aligned with the actual role?

Success Alignment

- ☐ Are first 90-day expectations aligned?
- ☐ Are 12-month outcomes aligned?
- ☐ Do both sides understand what success looks like?
- ☐ Have the hardest parts of the role been discussed openly?

Final Decision

- ☐ Is the candidate a strong contextual fit?
- ☐ Is the company a realistic fit for the candidate?
- ☐ Does the evidence support the hiring decision?
- ☐ Would we still make this hire if the candidate had a less impressive CV?

Phase 4 complete?

- ☐ Yes ☐ No

FINAL PRECISION CHECK

Before making the offer, ask:

Are we hiring this person because they are genuinely capable of solving our specific business problem — or because they simply look impressive on paper?

If the answer is clear, the hiring decision is likely grounded in precision rather than intuition.

PRECISION CREATES SPEED.

The clearer the role, the more focused the search, the stronger the evidence, and the better the alignment — the lower the risk of a costly hiring mistake.