

## OP-ED: When Hiring, Go On the Defensive

Publication

10.28.14

Mitch Baker's article "OP-ED: When Hiring, Go On the Defensive" was featured in *DJC Oregon* on October 28, 2014.

Employers are well served to develop a strategy for hiring. One strategy may be the "defensive hiring process." Although the name sounds bad, the strategy itself is sound. Defensive hiring allows the company to identify the most qualified candidates for open positions and screen out those applicants who are unlikely to be assets to the organization.

In the article, Mitch discusses the multiple benefits of defensive hiring, such as fewer employee relations problems, higher customer satisfaction, and higher productivity.

Most employment lawsuits are caused by poor hiring decisions. Similarly, other employee discontent and morale issues are often related to employees who should not have been hired by the organization in the first place. Mitch believes that eliminating these employees before they are hired is the key.

To read the full article, please visit [DJC Oregon](#).

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This article was picked up by [The Daily Record](#) on October 29, 2014.

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