



# Nontraditional Interviews for Extraordinary Hires

FREE RESOURCE

Every single individual that you hire has the potential to accelerate your team into growth and improvement... or absolutely tank the whole operation.

Every single offer that you make is a step of faith, trusting that the person they say they are on the resume and in the interview is actually who they will turn out to be in the office.

So, how do you bring in a new hire in a way that's more effective and less terrifying?

We've put together this quick guide for just that purpose - to give you more peace and confidence in every hire you make through nontraditional interviews.

- Solvine Solutions LLC

## The Traditional Interview Cycle

### *The Numbers:*

- 60% of employees who leave do so within the first year
- The average cost of replacing an employee is 1.5-2x their annual salary
- Companies with strong cultures have 70% less turnover





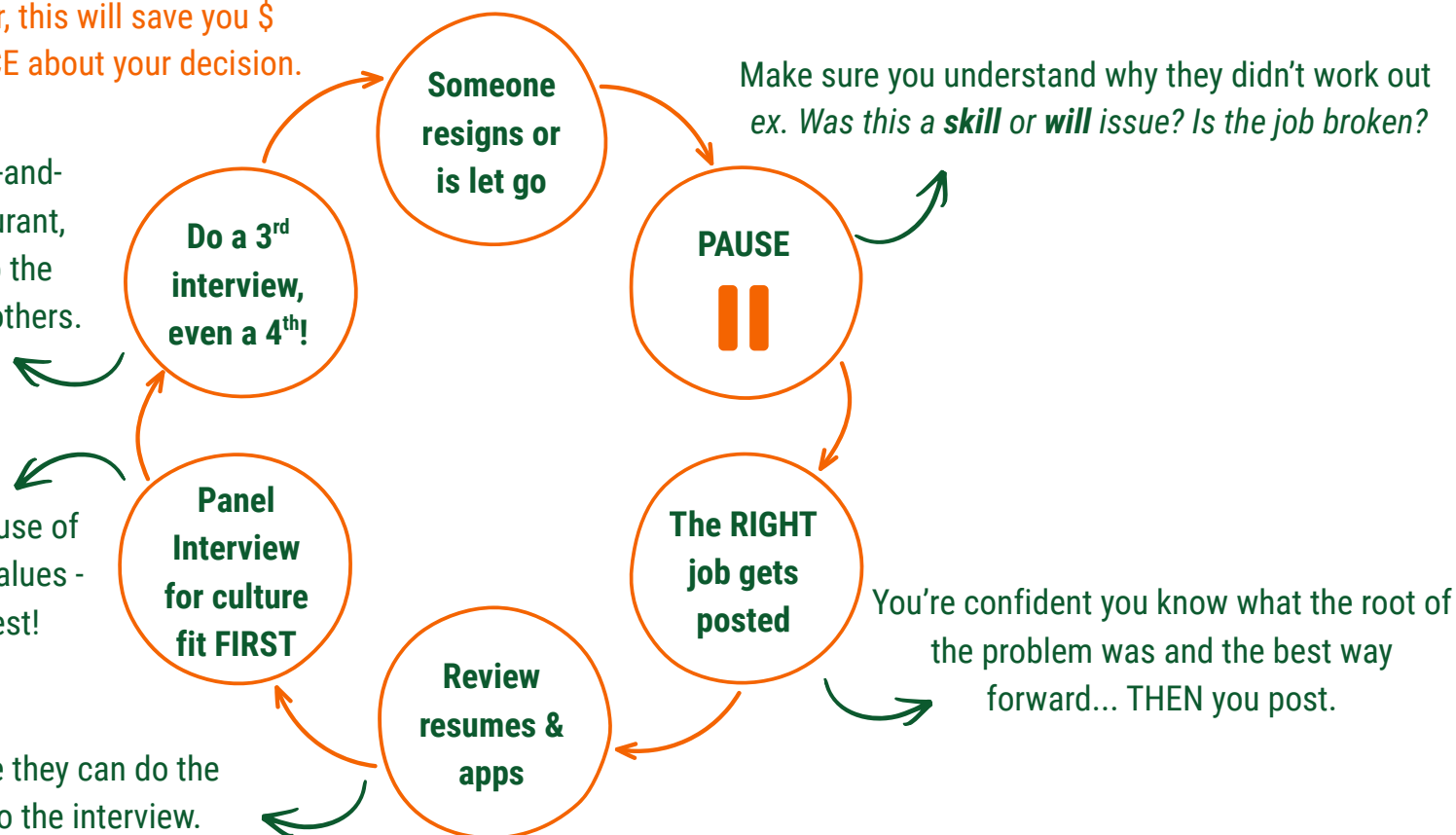
## The Non-Traditional Interview Cycle

**⚠ WARNING:** Hiring this way will take longer, but your hires will be stronger and stay longer, this will save you \$ money, and you will have more PEACE about your decision.

Different Interview styles: a walk-and-talk, a sit-down at a casual restaurant, run an errand together - see who the person really is by how they treat others.

82% of employees leave because of misalignment with company values - so START here and be honest!

You should be pretty darn sure they can do the job even before they walk into the interview.



## More Resources, References

1. *The Ideal Team Player* by Patrick Lencioni
2. "Exit Interview Statistics" from Zipdo Education Report 2026
3. "The 12 Components of a Good Hire" by Entreladership

Uncertain how to break your old hiring cycle?  
We're ready to help!



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