

# THE EXTRA POINT

BY JERRY ROBERTS



## # 1465 Whole Lotta Job Ghosting Going On — Part 1

Have you heard of the phenomenon known as ghosting? It's when you're in communication with someone, and all of a sudden they just disappear. It could be with a friend, but it also happens in the world of work. One place in particular is in the process of trying to hire people. I'm Jerry Roberts and we'll grab a look at this, next on The Extra Point.

Ghosting, where one party suddenly cuts off communication, has long been associated with employers disappearing on job-seekers.

You apply, get an interview, they tell you they like you and things look pretty good to get the job. Then, nothing. You call and leave a bunch of messages, and you hear...nothing.

Some applicants hate the process, and think employers could at least acknowledge their effort and communicate in a timely manner. I've heard directly from people who've gone through it.

Employers say they understand, but that they don't have time to make 20, 30, 40 phone calls to deliver bad news. Because you're not going to reach everybody with the first call, that kind of job could occupy a worker for at least a couple of days.

After they picked the successful candidate, they move on and never get in touch with all those who weren't hired.

Why not email or text? Seems impersonal, doesn't it? So, in many cases, they just blow it off.

Well, the times they are a changin', and the ghosting is now coming from the applicants, and employers are getting a taste of what they've been dishing out — and they don't like it much either.

What's happening is that everywhere you go in Guam, employers are hungry to hire people. Workers have a choice of jobs, and they want to apply for multiple openings.

While they're running around doing this, or filing applications online, they're receiving calls from employers who want them to come in for an interview, or to hurry up and decide on them as their next career destination.

Instead of answering the calls, workers let the call end or have it go to voicemail — which they never respond to. They're holding out for a certain job, and won't respond unless and until they know they aren't getting it.

It's not likely to get better any time soon, and this is not just an American thing. According to a survey conducted by Indeed, 57% of employers in Canada, the UK, and the US reported experiencing ghosting within the past 12 months. If you know HR workers, ask them if they've been ghosted, and if it's tougher now to get people on the payroll.

A sidenote to the Indeed survey is that 70% of job-seekers believe that ghosting employers is fair. This percentage has seen a significant increase from 56% in 2022 and 37% in 2019.

What's a main reason for this? There are two reasons. One is what we already mentioned, the applicant is hoping for a specific job to come through. The second reason is payback. A large number of ghosters say they're just doing what employers have always done, and they intend to keep doing it.

So, what can employers do to counter this trend and establish better communication with job applicants, minimizing the chance of being ghosted? We'll get into that tomorrow.

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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