



The 60-Day Interview Drag Diagnostic Checklist

A 5-Point Self-Audit for Supply Chain Leaders to Eliminate Process Bottlenecks and Secure Top Executive Talent

Nearly 40% of active supply chain searches are currently stalling past 60 days. Is your interview process driving away top passive candidates? Check the 5 friction points below to audit your hiring loop.

1. THE STAGE COUNT AUDIT

Question: Does your selection process require more than 3 formal interview stages (e.g., Recruiter Screen → Hiring Manager Deep Dive → Executive/Panel Final)?



Friction Risk: Adding 4th, 5th, or 6th interview rounds increases candidate drop-off by over 50% without improving hire quality.

2. THE STAKEHOLDER AUDIT

Question: Are more than 4 total company stakeholders conducting separate 1-on-1 interviews with the candidate?



Friction Risk: Unaligned interviewers asking repetitive questions creates candidate fatigue and conflicting feedback loops.

3. THE FEEDBACK VELOCITY AUDIT

Question: Does it take longer than 48 hours to collect post-interview feedback and make a proceed/reject decision?



Friction Risk: Pauses between interview rounds communicate disinterest, giving active candidates time to accept rival offers.

4. THE COMPENSATION TRANSPARENCY AUDIT

Question: Are compensation details, target bonuses, and commission mechanics withheld until the formal offer letter?



Friction Risk: Experienced sales and operational leaders will drop out of mid-stage loops if salary expectations aren't aligned upfront.

5. THE PROFILE REALISM AUDIT

Question: Are you requiring a candidate to check every single technical background box and accept a below-market salary target?



Friction Risk: Searching for “unicorn” profiles at below-market comp accounts for over 70% of searches stretching past 90 days.

YOUR RESULTS

0 Red Flags Checked: Optimal Hiring Velocity. Your process is built for speed and clarity. Expect an average time-to-fill of 30–45 days.

1 – 2 Red Flags Checked: Moderate Drag Risk. Minor process bottlenecks are adding 15–30 unnecessary days to your pipeline. Address feedback velocity and stakeholder alignment.

3+ Red Flags Checked: High Bottleneck Hazard. Your hiring loop is at severe risk of stretching past 60 days, losing top candidates, and forcing search resets.