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## Reference Checking

As is the case in most countries, blind reference checking is illegal. The Japan Privacy law absolutely prohibits reference checking without written consent from the professional, and only the references offered may be contacted.

As a result of this, gaining accurate information during the reference checking process is tricky.

Over the past 10 years, Strategic Consulting Japan has developed a thorough reference checking process that works well in any country, and particularly in Japan.

Our clients advise us that our reference checks save them over 6 months of management assessment, e.g. they immediately know the professional's strengths and weaknesses, and can therefore manage their employee effectively from day one. Additionally, we know that every professional has their weaknesses, we explore this deeply, so that our clients can be aware of these areas of development, and can head off any potential future problems or conflicts.

We recommend adding a contractual reference checking clause in the offer letter stating something to the effect of "this offer is valid based on successful reference checks".

In the past, we have, in fact, pulled offers from candidates after discovering major issues throughout the reference checking process.

***Please contact us for our 3<sup>rd</sup> party reference checking service.***