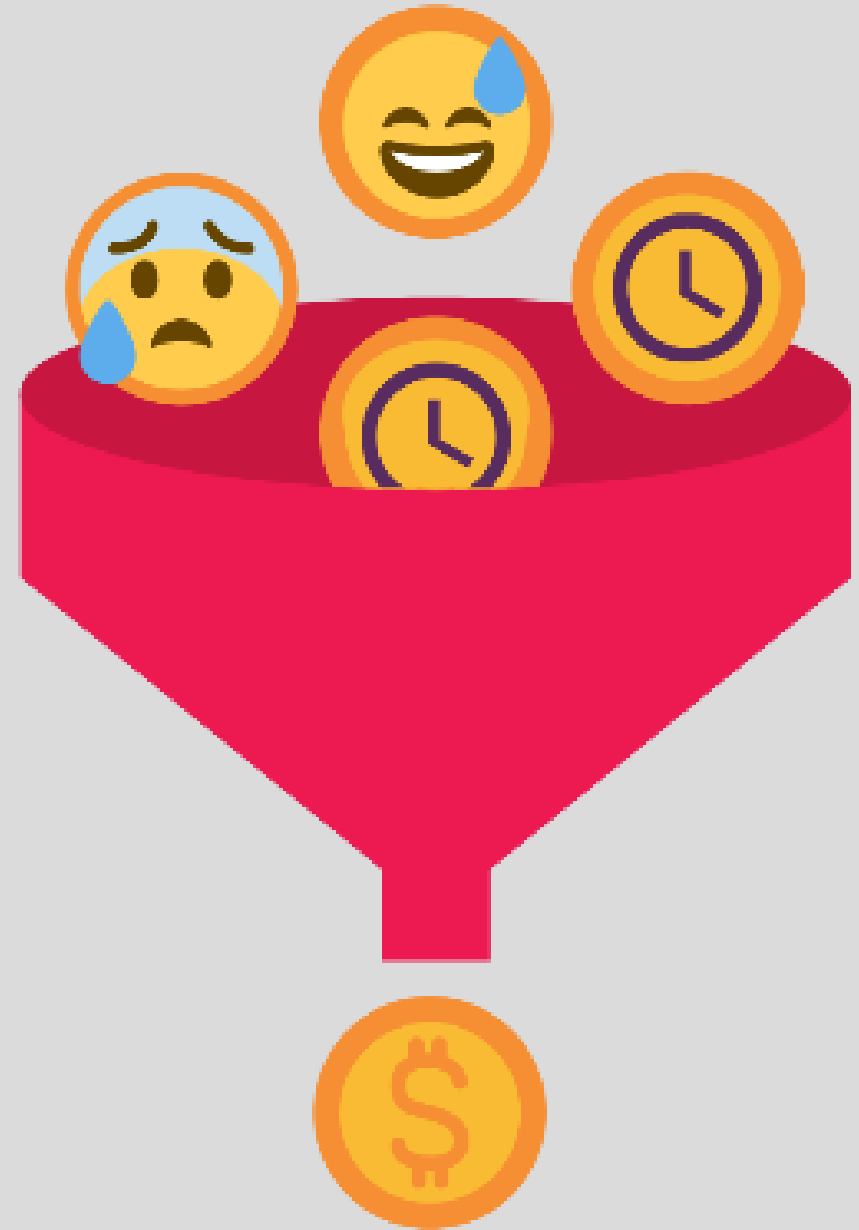


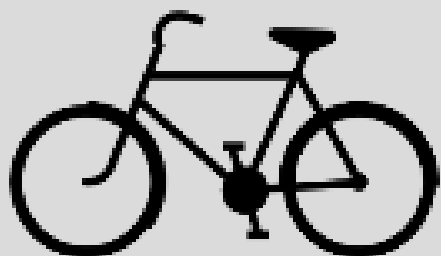
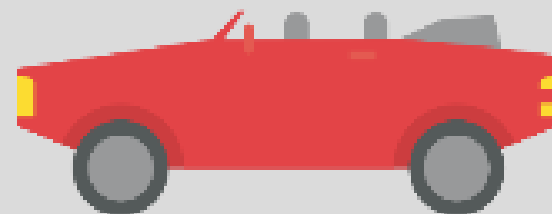
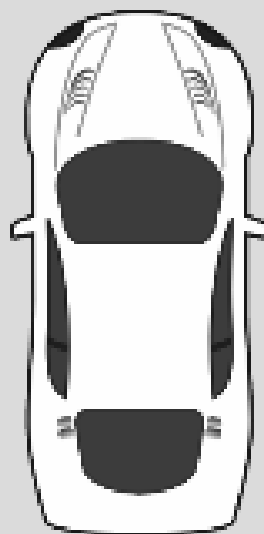
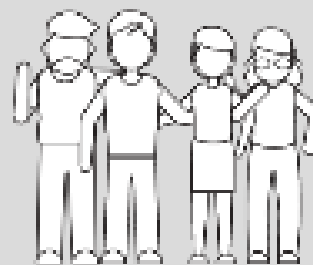
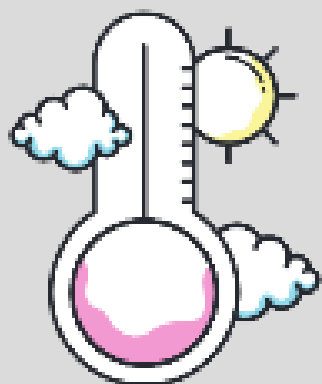


Planning For The Worst
Expecting It To Happen

Online Recruitment Training Powered By Humans

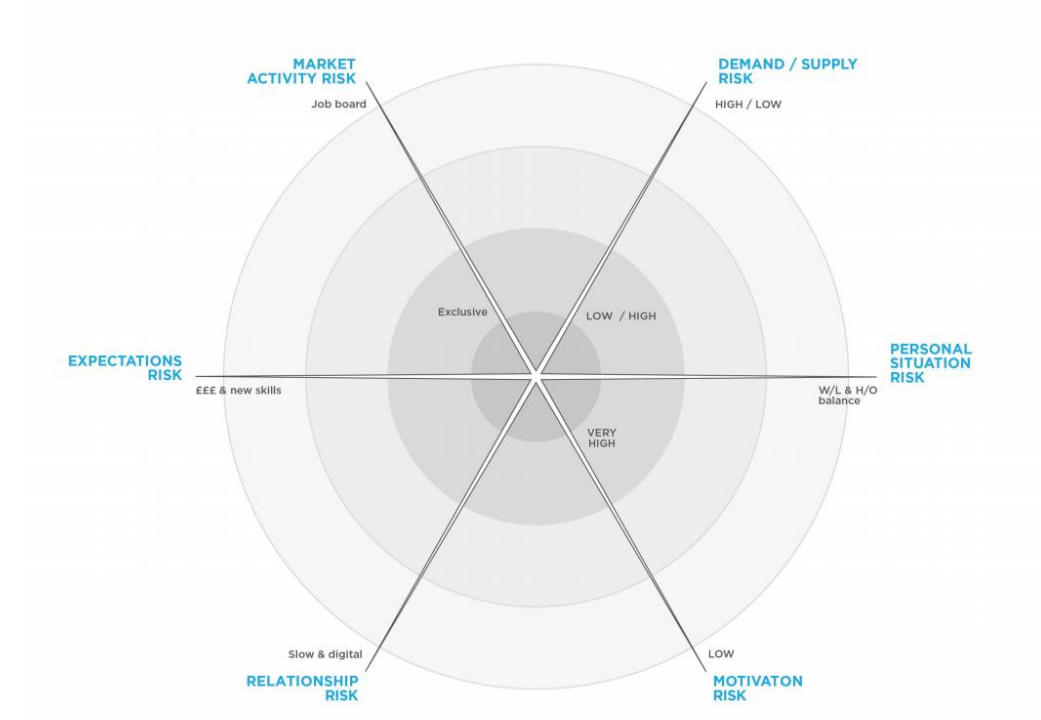
#1 PRIORITY

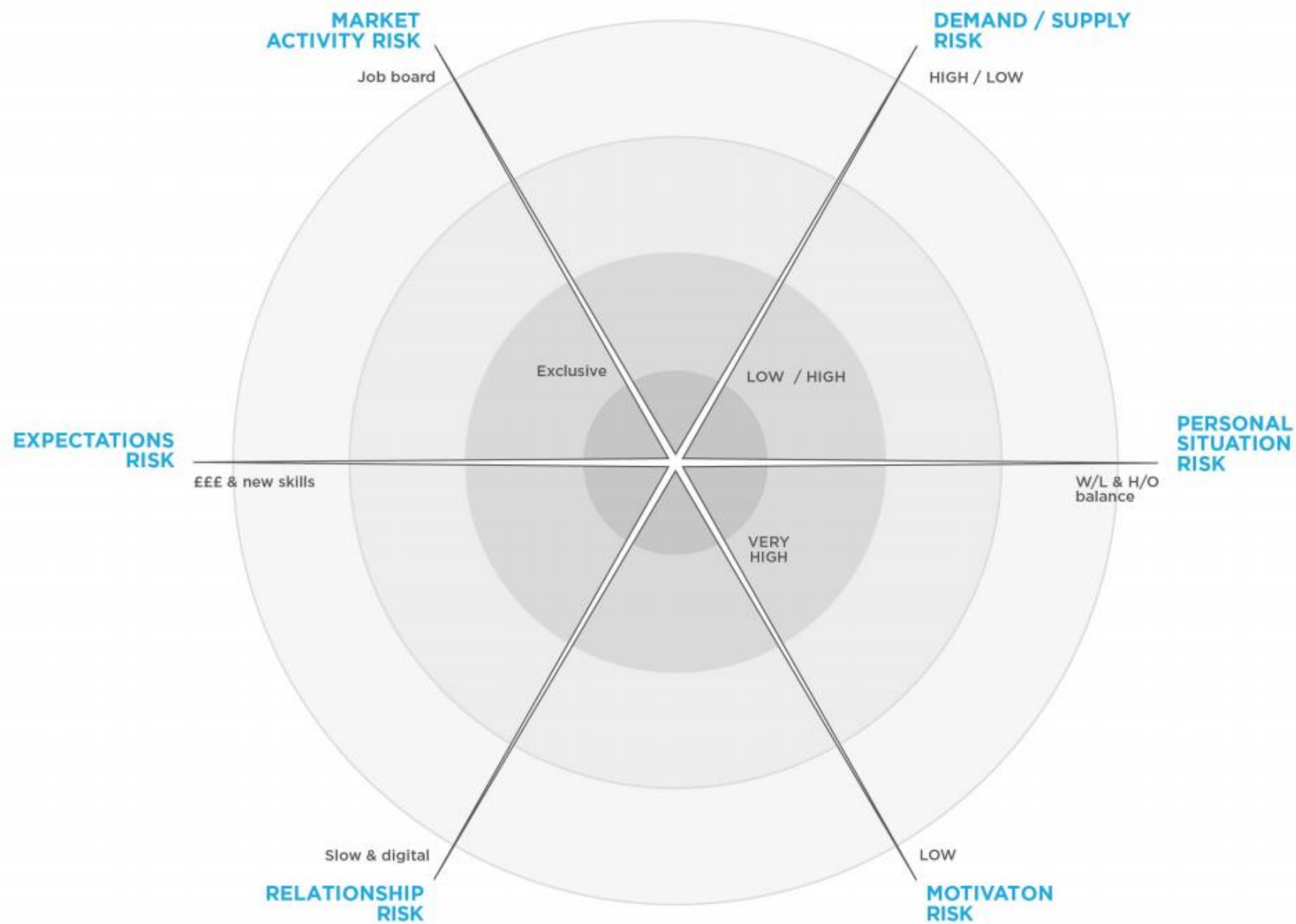


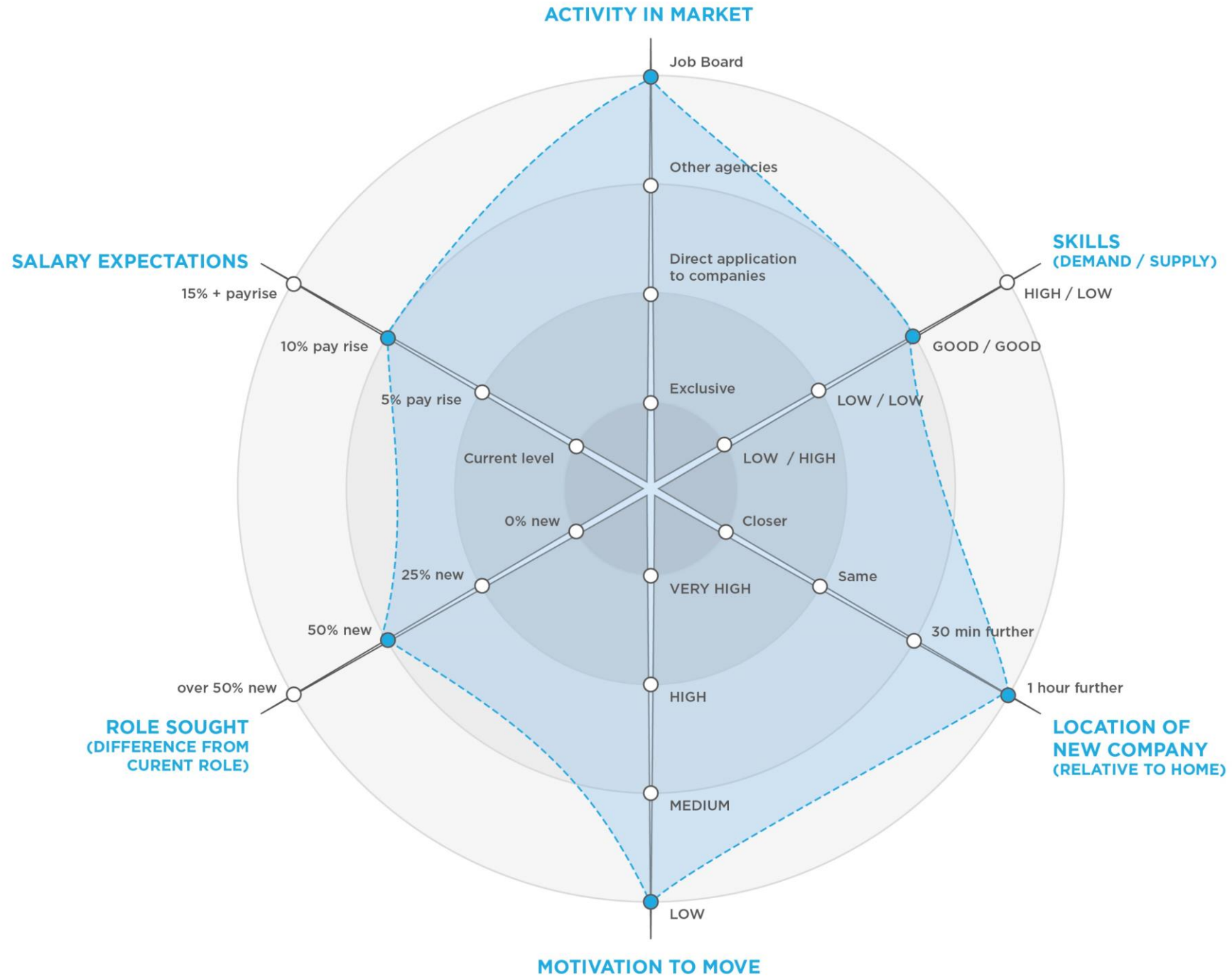


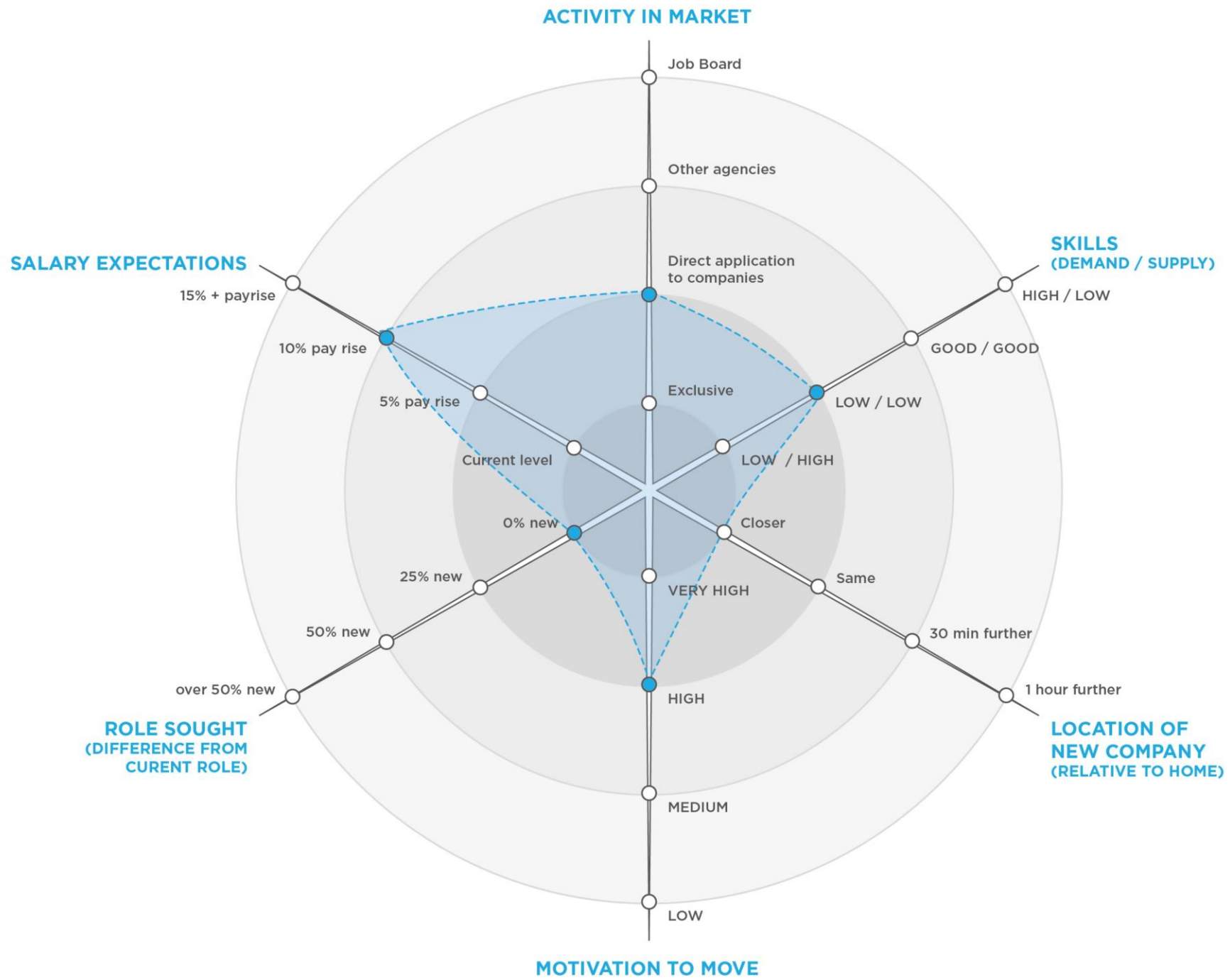
Asking The Questions, You
Do Not Want To Hear
Answers To...

Candidate Risks









Market Activity Risks

Market Activity Risks

Questions:

- How actively have you been applying for other vacancies?
 - Direct
 - Via job boards
- What other opportunities are you already at interview stage?
 - How does this opportunity compare?
 - Are you applying direct or with an agency?

High Risk Answers / Indicators

- Active on Job boards
- Unwilling to share if active on other opportunities
- Struggles to positively compare your role with other roles

Actions

Resignation Risks

Resignation Risks

Assessment Criteria

- Counter offer situation
- Level of dissatisfaction with current role
- Non-financial motivators to move
- Dialogue with existing manager
- Decision making stakeholders

High Risk Answers / Indicators

Actions

Process Commitment Risks

Process Commitment Risks

Assessment Criteria

- Responsiveness to communications
- Openness about likes and dislikes
- Willingness to “add value” to application

High Risk Answers / Indicators

Actions

Opportunity Expectation Risks

Expectation Risks

Assessment Criteria:

- Salary expectations
- New role responsibilities vs existing skill set
- Can do vs will do
- Company / industry background

High Risk Answers / Indicators

Actions

Personal Situation Risks

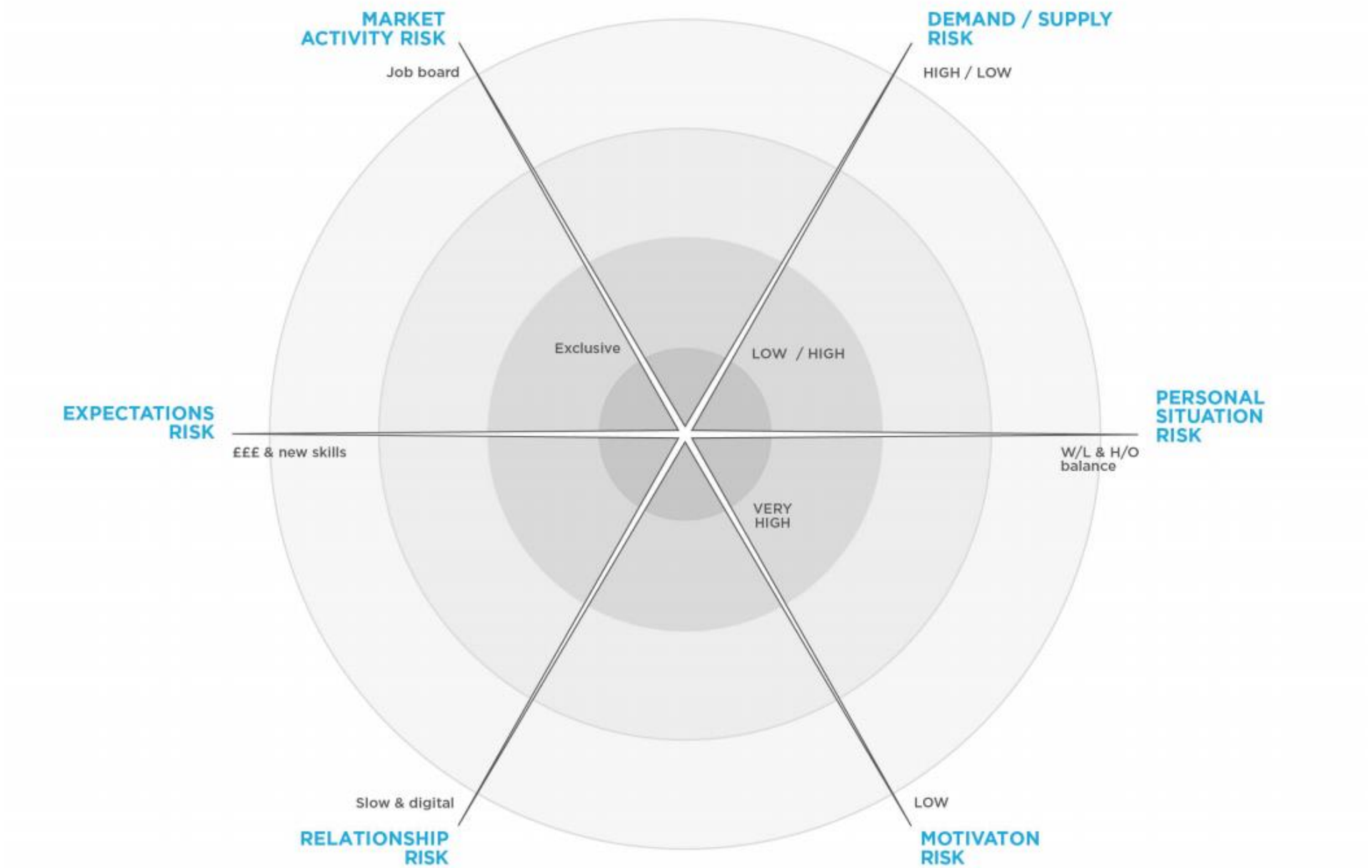
Personal Situation Risks

Assessment Criteria:

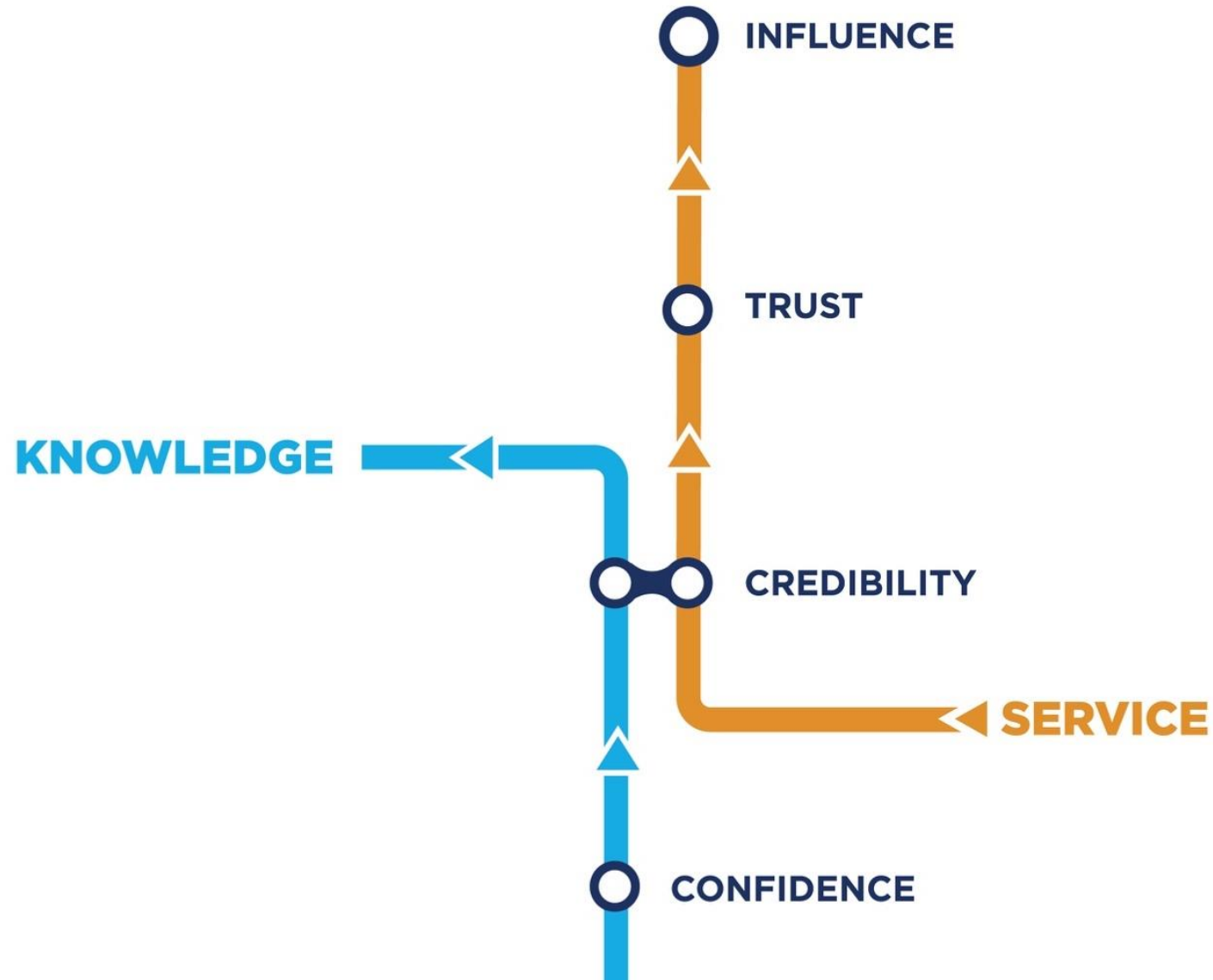
- Current location
 - Commute
 - Relocation
 - Visa
- Family situation
- Working hours requirements
- Home / Office working split
- Notice period

High Risk Answers / Indicators

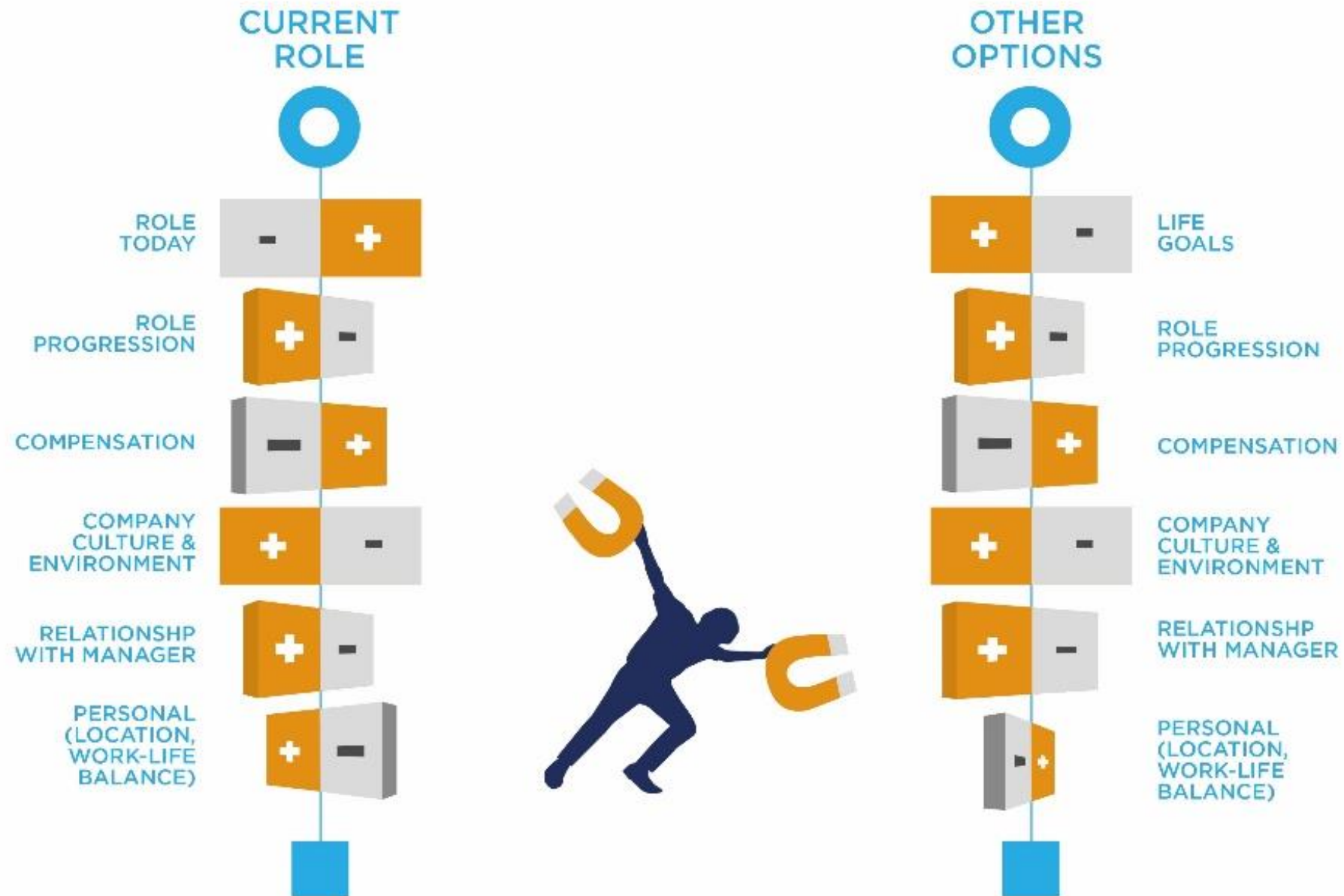
Actions



Becoming A Trusted Advisor



Career Goal Meeting



Explanation vs Confirmation

Why & What If

Compensation

Compensation Conversation			
	Current	Wants / Needs	Importance (0-10)
Base Salary			
Bonus			
Holiday / Vacation			
Pension			
Study Support			
Car / Travel			
Stock / Shares			
Other Benefits			

Prioritisation of Needs and Wants

Which of These Things Are Most Important to You?

skill

Or

company

skill

Or

salary

salary

Or

location

Hypothetical What If Analysis



Thoughts?

Why?

What If.....

Hypothetical What If Analysis

Explain

“I am going to run some hypothetical jobs past you to learn more about where you might be flexible on your requirements and learn when I should call You when I have a new opportunity

Present

“This role was in for <insert type of company> doing <insert skills> with prospects of <insert development ops> and paid <insert salary>.

Question

Would you want me to call you about this type of role?

Stretch & Flex

Why?

What If.....

Live Opportunity What If Analysis

$$\begin{array}{|c|} \hline \text{Opportunity} \\ \text{Matches} \\ \hline \end{array} \text{ LESS } \begin{array}{|c|} \hline \text{Opportunity} \\ \text{Mismatches} \\ \hline \end{array} = \begin{array}{|c|} \hline \text{Salary \&} \\ \text{Benefits} \\ \hline \end{array}$$

Thoughts?

Why?

What If.....

Stretch & Flex

Why?

What If.....

Counter Offer

- 1: Expect A Counter Offer
- 2: Never Believe What A Candidate Says
- 3: Open Questions
- 4: Keep Asking – Things Change
- 5: Work With Your Client



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angela@recruitinggym.com

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