Recruiting Call Flowchart

Make the recruiting call

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Candidate answer the phone? — **NO** → Deliver voice mail script

YES

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Deliver intro of attraction based recruiting scrip

Deliver "why you aren't the recruitier to hang up on" script and get one piece of information related to "what I should call you about in the future"

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Facing objections? — **YES** →

NO

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Deliver body of attraction based recruiting script

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Did they cut you off? — **YES** → Deliver "why you aren't the recruiter to hang up on" script or rebuttal for "I'm Happy"

NO

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Flip the call to "are you interested" or to gathering referrals ← Still objecting? — **NO**

YES

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Do they want to continue? How does this compare to your current background? What would this give you the ability to do that you currently don't have? When was the last time you investigated an opportunity? What interests you — **NO** → Gather enough info to know if a viable candidate for future. (Remember *your* objectives: Get someone else's name, get follow up info, get industry info, get job order lead, get person's email)

YES

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Take Condensed CDS

Ask for Referrals: Who first came to mind as I shared this with you? If you were me, who would you be sure to call next? Who's left your team

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Are they qualified for the position or for future roles with you? → Deliver "Can't Help" script

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Take full CDS → Establish Next Steps and Mutual Expectations

End of the call