

MOST PLACEABLE CANDIDATE SCRIPT #1

Introduction: *“Hello, this is (name) with (firm) and we specialize in (FILL). Our track record of success has allowed us to develop long term strategic staffing partnerships where our clients rely on us as a preferred, if not single source staffing partnership in time of explosive growth and in more targeted hiring initiatives.*

However, most of those relationships started with a phone call similar to this one where I had one opportunity to separate myself from the other recruiters you hear from and earn the opportunity to learn more about your business and staffing challenges. The fastest way I know how to earn that opportunity is to deliver value by making you aware of a rare talent that can make a positive immediate impact on the bottom line of your company and allow that success to serve as a catalyst for a more enhanced alliance. I have chosen now to call you as I recently interviewed a candidate who I am confident can do just that.”

Body: *“The reason I’m confident he could make an impact on your bottom line immediately is because he has done this for each of his previous two employers and is currently doing so at a respected competitor of yours. He is a (# of) year veteran of (industry) and is currently running the most profitable branch in the country. He has been promoted (# of) times in (# of) years and has taken two different struggling branches (insert qualifying statements). New accounts have increased (# of %) each of the last two years at his current branch, and both customer and employee retention increased significantly. What this means to you is spending less time with a current or future leader in need of micromanagement and getting to spend more time with the people that simply need your inspiration rather than your perspiration.”*

Close: *“He is receptive to considering a change to an organization that has aggressive growth plans and one that rewards superior performance. Does this sound like the kind of individual an organization like yours could challenge, and if so then when can I get you two together for an exploratory conversation?”*