

GAUGING WHAT'S BEEN DONE SO FAR

Scripted Dialogue: *Before I get started on this search, I don't want to duplicate any efforts that have been done thus far. In order for me to know how to proceed with my **search** process, I need to know where you are currently in your **hiring** process.*

- How long has this position been open?
 - Why do you feel your prior efforts have not produced the desired results?
- What sources are you utilizing to fill this position?
 - **OR** How have you attempted to fill this position?
- How many interviews have already been conducted for this position? Who did you interview?
 - Who internally have you considered?
 - What candidates are currently in process?
- How many offers have you extended that were rejected? Why?
- Do you know how much of the market has been penetrated at this point? Has it primarily been the active marketplace or the passive marketplace?
- Have you used other search firms on this position?
 - What has worked? What didn't?
 - What criteria did/do you use in determining which search firm could best represent you in the market?
 - How many calls were made on your behalf last week by recruiters? Do you know? Why not?
 - Have other firms used your name in the marketplace or have they kept the details confidential?
- Have you ever engaged (on this search or on past searches) in a dedicated search with a search firm? What was your experience?
- If other recruiters (internally or externally) have already searched on this position without surfacing the right candidates, what do I need to do differently to ensure a different result?
- Why do you feel your efforts haven't produced the desired results?
- How do you ensure quality control with your hires? Do you have a plan to identify and land the elite?
- What else are you doing to fill this position through all sources? What else have we not yet talked about?

Red Flag: *The client has several candidates currently in process and could envision hiring any one of those candidates.*

- What has prohibited you from extending an offer to any of these candidates thus far?
- What is your intent behind interviewing additional candidates? What are you looking to see in someone that you haven't seen so far?
- If your intent is to canvass the entire market, are you open to putting your other candidates on hold for two weeks while I cover the marketplace with your story? Are you okay with losing one of those current candidates with the possibility that even better ones will surface?
- **(From the NLE Marketing Objections/Rebuttals Section)** I have no problem coming in at the 23rd hour with an all-star unless you think it simply isn't worth it. I can think of at least 10 times throughout the years that a client had all but made up their mind about a hire and then at the last minute the **perfect** candidate walked through the door. At times it has been someone that I didn't present. My advice to my client? Hire the right person for the job. Just because they were on the 'verge' of hiring should never preclude them to ignore viable options as it just doesn't make good business sense. At the end of the day you have nothing to lose and everything to gain considering all options. Would you agree?