

## Timeframe and Interview Activity

*Let's move on to an overview of where you are in this search process. I know we've talked about why you are open, but I'd like to get a feel for what other activity you've got going on – if any – and then have you start to get a feel for what your personal timeframe could be if things do move forward with any future opportunity.*

### **TIMEFRAME AND INTERVIEW ACTIVITY**

<b>What is the earliest you would consider making a change?</b>			
<b>Can you imagine a situation in which it would make sense for you to leave earlier (if not open to immediately)?</b>			
<b>If you were to leave today, what would you leave on the table?</b>			
<b>Do you have any type of non-compete? What does it entail?</b>			
<b>What length of notice do you feel you would need to give?</b>		<b>Where have you interviewed in the last six months?</b>	
<b>What offers do you have pending, or recently received, or turned down?</b>			
<b>Where have you sent your resume?</b>		<b>What other recruiters have your resume? Do you know where they have sent it?</b>	
<b>When people usually resign from your company, what does it look like? Box handed to them within the hour, two weeks notice, or big promotion to make them stay?</b>			
<b>Who would you resign to? How long have you worked with them? What is your relationship like?</b>			
<b>Have you ever tried to resign from your company before? What was that experience like? What changed your decision to leave?</b>			
<b>What is one thing, besides money, your current company could do to compel you to stay?</b>			
<b>What are some specific times, over the next two weeks, that would work for you to interview?</b>			
<b>Who are at least three professional references you could provide, and contact info?</b>			