

NLE Quick Tip: Qualifying Questions for Candidates, Part 1

Lil Roy Vaughn is one of the top trainers in the recruiting industry with over 30 years of contribution to the continual growth and best practices used in executive search. Lil joined a global recruitment network franchise office in the late 1970s and within the first year, set out to build a large operation assuming the role as General Manager over 4 business units.

Recognition for Lil includes National Manager of the Year twice, Office of the Year awards and multiple individual producer achievements. She later joined the network's corporate office in the 1980s, leading the design and launch of the Training and Development programs, which are still in use today. Next, she served in leadership roles ranging from regional management to Vice President of Strategic Planning. In 2016, Lil was awarded a Lifetime Achievement Award recognizing exceptional contributions over her 30+ year in the Executive Recruitment Industry.

In this quick tip, Lil shares her top qualifying questions to ask candidates. With these questions, you'll be able to better determine a candidate's likeness to move, or not to move, during your placement process.

Meeting: "Qualifying Questions for Candidates, Part 1"

(Facilitator): It's largely known that "making a job change" ranks up at the top list of fears behind death of a loved one and public speaking. Why is that the case? How are there so many individuals unhappy or unfulfilled in their current situation, yet they cannot leave? Why is that? What keeps people rooted in miserable choices? Paradoxically, it is the unwillingness to fully acknowledge that it is actually the misery that keeps us trapped.

In order for change to occur, cognitive dissonance is essential; cognitive dissonance is a conflict between two ideas that one holds at the same time in one's mind. As an example: *"I want to leave my current job but the thought of a new job is worrisome."* When dissonance exists, the ability to choose between two alternatives is very difficult. Even more difficult, is the fear of the unknown: what if I am leaving something that is unfulfilling for something that is even MORE unfulfilling? As long as the candidate's commitment is to their current company, their brain will formulate reasons to support that choice. People often wait for that time to come when they can make the commitment to leave "rationally" so that they can feel good about the change, but this time often never does come.

Here is the irony: research has shown that once a decision is made, the rewarding effect on our brains is greater after the decision is made than before. Our brains seek to affirm to us that the new choice is in fact better, and seeks supporting evidence for the new decision just like we were previously seeking supporting evidence for the previous choice. Commonly, we feel better about our choices *after* we make them than *before*. The balance between rationalizing a bad choice and making a commitment prior to being certain is what keeps most candidates stuck. Here are Lil's questions to help you start to understand what the mindset is, where a person is in their particular life experiences, and what might be going on in their world, you'll look at that candidate through a different lens. How will you modify and incorporate into your conversations?

1. How long have you actually been contemplating a career move?
2. Who have you discussed it with? What was their reaction?
3. What steps have you taken to launch the process?
4. Will real estate holdings limit your ability to change communities?
5. Is there anything that would prevent you from actively interviewing, accepting an offer, tendering your resignation and starting your new job?