

NLE Quick Tip: Making a Difference

Have you ever thought about the questions candidates and hiring managers hear consistently from recruiters? Do you think the questions asked and the statements made to them are similar? In this quick tip, Trish Ryan shares tips to differentiate your approach by elevating the quality of the questions you ask. You will leave this session with specific ideas to help you create or re-create impactful questions that will showcase your talent and knowledge of your industry.

Meeting: “Making a Difference”

(Facilitator): No matter how long you have been a recruiter, everyone tends to get a little “mechanical” at times! We have the same types of calls, hear the same responses day in and day out, and tend to go on auto-pilot. Trish makes a great point – the reason we keep hearing the same stock responses is because we are asking the same stock questions we’ve always asked!

Let’s take some time to go back to the drawing board. Separating yourself from other recruiters can be as simple as sounding different than other recruiters!

What we always say: *“Tell me about your position?”*

Substitute with:

- *What percent of time will be spent doing what in this position?*
- *Tell me about the skill set and qualities you think are critical to the success of this person in this role and why?*
- *What needs to be addressed in the first 30-60-90 days?*
- *What goals have been set for this position?*
- *How will success be determined for this position?*
- *What three questions would you like answered before someone walks through your door?*

What we always say: *“Why is this position open?”*

Substitute with (add your own):

- *Was the person most recently in the position promoted from within?*
- _____
- _____

What we always say: *“Who does this position report to?”*

Substitute with (add your own):

- *What is the best way to communicate with you or this hiring manager? Do they prefer emails, texting, phone calls?*
- *How does the current staff interact with this hiring manager?*

- *Do you see a specific type of person or thread amongst those that this manager has hired?*
- *Has he/she mentored anyone?*
- *How many of the individuals that have reported to him/her been promoted?*
- _____
- _____

What we always say: *“What is your hiring process?”*

Substitute with (create your own):

- _____
- _____
- _____

What we always say: *“What other recruiters are you using/how many other recruiters are you using?”*

Substitute with (create your own):

- _____
- _____
- _____

What we always say: *“What are your current responsibilities?” (when talking with a candidate)*

Substitute with (add your own):

- *As (insert title of their position) for (insert company) what areas of responsibilities do you feel you have mastered.*
- *Have you been given more responsibility since you have been in your role?*
- _____
- _____
- _____

What we always say: *“What are you looking for in your next role/next opportunity?”*

Substitute with (add your own):

- *To whom do you reach out to for career advice?*
- *Do you have a mentor? If so, what do you think they would tell you to look for in a new position?*

- *What criteria will you use in making your decision to interview for this role?*
- *What three questions would you like answered before you walk in their door?*
- *Describe the work environment you feel you work best in?*
- _____
- _____
- _____

What we always say: *“What do you like about your current role?”*

Substitute with (create your own):

- _____
- _____
- _____

What we always say: *“How would you describe your management style?”*

Substitute with (create your own):

- _____
- _____
- _____