NLE Quick Tip: Divebomb!

Presenter: Jordan Rayboy, President – Rayboy Insider Search, a member of the Sanford Rose Associates® Network of Companies

Jordan Rayboy is president and CEO of Rayboy Insider Search, a member of the Sanford Rose Associates® Network of Companies, and leads the top information storage focused executive firm in the country. The Rayboy IS team has helped clients hire hundreds and hundreds of sales, engineering, and management professionals. Jordan is a frequent speaker at recruiting industry events and associations, at both state and national levels, with a goal of helping to elevate the level of the recruitment industry.

In this quick tip, learn to use Jordan's "Divebomb!" approach to help you in just about every recruiting situation imaginable.

Meeting: "Divebomb!" by Jordan Rayboy

Facilitator: Could this quick tip BE any more tactical? Packed with scripts and immediately implementable material, Jordan starts with an incredible reminder of what contributes to the success of a great recruiter – remember that this isn't about us, it's about our candidates and our clients!

Here's a script that works for him – how would you revise it to make it work for you?

> *"What I would like to do is understand a little bit more about your background so I know where you are at in your career, what's a step up for you, and most importantly, what you would be interested in pursuing in the future so I don't waste your time."*

Then follow up with an open-ended softball question that gets the candidate talking. Lead with:

> *Tell me more about…*
>
> *I'd be interested in hearing…*
>
> *Share with me your perspective…*
>
> *I'm curious your opinion as to…*

What question would you ask to continue to guide the dialogue and get the candidate opening up? _____

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Let's back up a bit and start with the intro. Although this is your shining moment, the moment that you should be most excited about (the moment a candidate ANSWERED your call!!) it is still one that strikes fear into many recruiters. Why? Because they don't love their opening moments of the call! Jordan shares with you what works for him; how can you make it something that would work for you as well?

> *"Hi, name? Jordan Rayboy w/ Rayboy Insider Search, we're an executive search firm specializing in the storage and infrastructure market. Did I catch you at a bad time? Great. I'm currently working with a (QUICK SIZZLE/GRABBER) Pre-IPO Storage Manufacturer looking to hire their first Enterprise Sales Rep in NY. Are you open to hearing about opportunities at this point?"*

YES: "*Great, so since we haven't spoken before, what I'd like to do is understand a little bit more about your background so I know where you're at in your career, what's a step up for you, and most importantly, what you would be interested in pursuing in the future so I don't waste your time.*

I see on LinkedIn you've been at IBM for 4 years; are you still there or have you moved on? Okay, still there, great; and what territory are you covering these days?

If I had an opportunity that was substantially better than your current situation in terms of compensation and level of responsibility, would you at least want to hear about it?"

STANDOFFISH: *"Actually I don't know; I have absolutely no idea since we've never spoken before! What I'd like to do is understand a bit more about your background…"*

HAPPY: *"That's awesome! I love talking to happy people! I'm happy. My clients love talking to happy people too. They'd certainly rather talk to someone who's happy and doing well versus someone who's unhappy and unemployed.*

Understanding that you're happy right now, What I would like to do is understand a little bit more about your background so I know where you are at in your career, what's a step up for you, and most importantly, what you would be interested in pursuing in the future so I don't waste your time."

Script your response for your follow up questions/statement if a candidate responds in a positive manner: _____

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Script your response for your follow up questions/statement if a candidate responds in a standoffish manner: _____

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Script your response for your follow up questions/statement if a candidate is "happy":

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