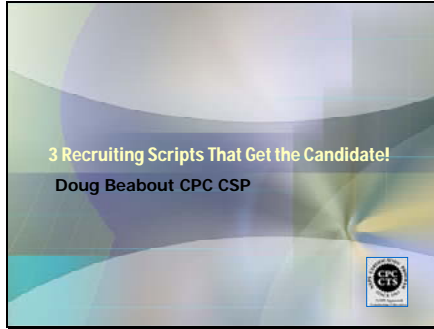


# Three Recruiting Scripts that Get the Best Candidates

## Doug Beabout CPC CSP

Slide 1



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Slide 2



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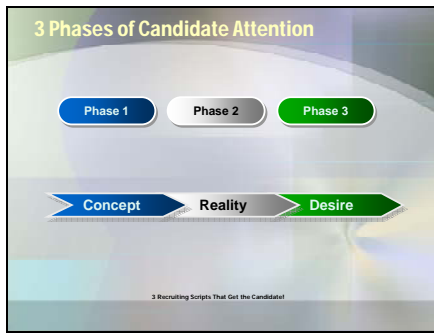
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Slide 3



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# Three Recruiting Scripts that Get the Best Candidates

## Doug Beabout CPC CSP

Slide 4

**Scripting your approach**

- Stop repeating the same old \_\_\_\_!
- Understand the vision
  - From the source who can back it up
  - Dig deep into the future and benefits of
    - Job
    - Employer
    - Projects
    - Promotion



3 Recruiting Scripts That Get the Candidate!

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Slide 5

**Script One- The Vision**

- Picture yourself sitting in a situation..
- It is (X) months from now and,
- You have achieved..
- As a result you are now..
- "Does that look like a situation for which you are qualified?"

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Slide 6

**Script Two-The dialog**

I understand that you are\_\_\_\_ and you do\_\_\_\_. Is that correct?

- Tell me something about yourself...
- There may be mutual interest if...
- Understanding promotes dialog



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# Three Recruiting Scripts that Get the Best Candidates

## Doug Beabout CPC CSP

Slide 7

**Getting Referrals**

- "Do you understand the real nature of this opportunity?"
- Who do you know that is qualified?
- Where have you worked prior?
- If you needed advice on this, who would you ask?



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Slide 8

**Gaining Initial Control**

- Ask if they can see themselves in that position down the road?
- If yes, ask why?
- If not, ask why?



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Slide 9

**The Stroke**

- "I understand that you are a guru/expert in \_\_\_\_\_?"
- "If you were facing these challenges:"
  - Describe the challenges
  - Detail the projects
  - Paint the picture of cost(s)
- How would you deal with this?
- To whom would you turn for advice?

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# Three Recruiting Scripts that Get the Best Candidates

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Slide 10

**Managing Candidate Behavior**



- Benefit for action
- On first contact to qualify...
  - Establish game plan
  - Why do you think you are qualified?
  - The Buyer & Seller

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Slide 11

**Managing Candidate Behavior**



- Interviews must be choreographed by you
- Power pigs
- How to reverse the roles of Buyer & Seller

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Slide 12

**Defeating Counteroffers**

- The only assumption you can make
- Start at first, qualifying contact
- Continue on each call
- Query references on candidate propensity to accept a Counteroffer

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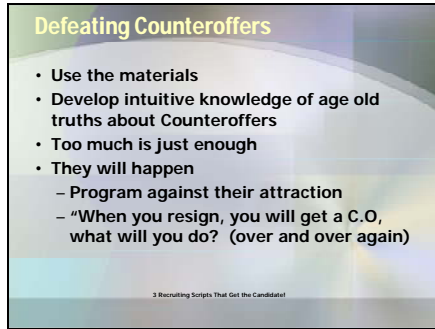
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# Three Recruiting Scripts that Get the Best Candidates

## Doug Beabout CPC CSP

Slide 13



**Defeating Counteroffers**

- Use the materials
- Develop intuitive knowledge of age old truths about Counteroffers
- Too much is just enough
- They will happen
  - Program against their attraction
  - “When you resign, you will get a C.O, what will you do? (over and over again)

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Slide 14



**3 Recruiting Scripts That Get the Candidate!**

**questions**



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**ECourse opportunities:**

**Art of the Recruiting Masters ECourse**

- **\$1050** ([www.RecruiterElearning.com](http://www.RecruiterElearning.com))

**Researcher ECourse: (Aug 12 - five weeks)**

- **\$565 (NOW \$499)** ([www.ResearcherElearning.com](http://www.ResearcherElearning.com))

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