



CONNECTING TOP TALENT WITH RESPECTED BRANDS

CHOOSING THE RIGHT RECRUITER



MAKING THE RIGHT CONNECTIONS FOR YOUR CAREER



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Ask These Questions Before Sharing Personal Information



YIELD

Evaluate Your Recruiter

You wouldn't choose any other service provider without asking them a few questions first, and recruiters are no different. Some would say it's even more vital as they can have a **massive** impact on your career.

With a low barrier to entry, and just about anyone typing in the job title RECRUITER into their LinkedIn profile, the opportunity to steal confidential information is terrifying at worst, and a time waster at best.

When you consider the impact a recruiter can have on your career by helping match you with the right opportunity, you may want to ask yourself if you can trust just anyone with the in- depth information you are sharing with someone you have never met.

Unfortunately, not every recruiter has your best interest in mind as recruiting is a highly profitable industry, attracting unethical players at times, and too often can result in a candidate being placed where they are not happy and stuck with a company that did not deliver on the promises made in the interview and offer processes.

This mis-hire mistake can be costly and time intensive to your career goals and potentially hold you back from better offers and opportunities.

I have included a helpful list of questions to ask a recruiter before engaging in business activities and/or sharing your personal, confidential information with a stranger.



Evaluate Your Recruiter

What's their recruiting methodology?

Look for similar ethics as yours, a connection with them as a person.

What's their volume?

Are they overloaded? Or will they have the time to make the right connections?

What's their retention rate?

Do their other candidates stay at the companies where they are placed?

What are their metrics?

How many positions do they actually fill, lose, or walk away from?

Do they have an off-limits list?

They should be able to tell you who they cannot recruit from, and you will want to know if they are able to recruit from your current company ethically.

Do they offer a replacement guarantee?

Are they willing to stand behind the hire? This will give you an idea of the depth of commitment they offer and how long they plan to have a relationship with you to ensure the success of your new role.

What is their vetting method for candidates?

Usually asked as: What is your process? They should give you detailed steps. In these steps are the keys to finding out how committed they are to finding the right fit.

Who will be doing the work?

Who will be representing you? Do they have a good understanding of what you are looking for in your next role?



Save yourself time, frustration and potentially leaving your confidential information exposed by choosing the right recruiter in your industry.

For questions, or a confidential conversation regarding your career:

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