

Positivity in Recruiting

(never let them see you sweat)

Staying Positive in Recruiting!

- Set up for success, client engagement
- Staying Focused can be Hard!
- Candidate Engagement
- Hitting Walls
- Attitude
- Final thoughts



Kick off meeting, Establish a Positive Relationship with the client

- Listening → no “salesperson persona”
- Regular Updates- Establish a weekly meeting
- email and return calls promptly!
- Be an Expert
- Personalized approach
- Manage expectations
 - Don't over promise and under deliver, set realistic timelines of when to expect results

These measures can increase loyalty, promote your brand, get referrals

Staying focused can be hard...

- Get rid of distractions and social media

Freedom, Appblock, FocusMe and Focus (apps to help!)

- Practice mindfulness → breathing techniques, meditation, mindful movement (my fave)
- Get your sleep!



Additonal Techniques

SMART Goal

- **Specific** – Goals are well defined and focused
- **Measurable** – Goals have outcomes that can be measured or counted
- **Attainable** – The goal is actually realistic and achievable
- **Relevant** – The goal makes sense when you consider in all factors
- **Time-based** – The goal has a time frame that is neither too short nor long

Pomodoro Technique

- Scheduled focus.
- 25 minutes focus, 5 minutes productive break
 - 3 to 4 rounds then a long break

Candidate Engagement

- Maintain communication
- Expect these are future HM's
- Be an advocate to help them be successful
 - interview prep
 - company info
 - personal cheerleader
- Keep them updated good or bad

Hitting Walls (sourcing lows/ruts) Reassess!

What did you miss?

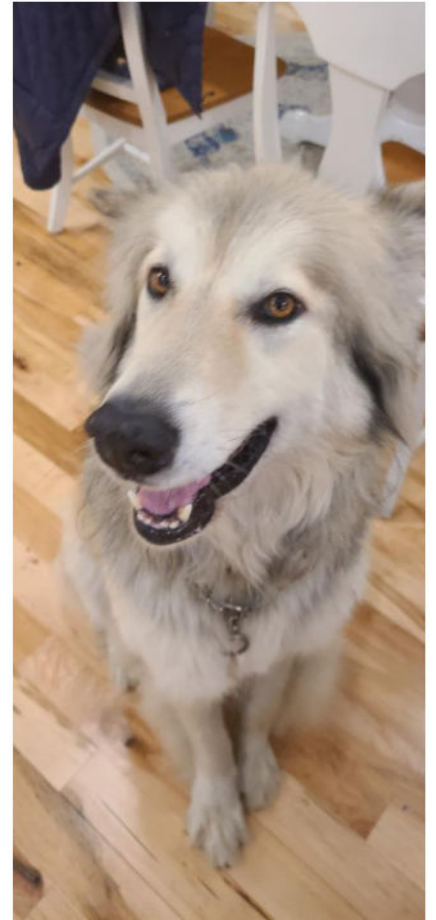
- Find a resume to draw new keywords, companies
- Reengage prior leads but draft a more personal letter
- What would you respond to?
- All else fails, take a break! Switch gears, come back refreshed
- Ask a colleague for help

Positive Attitude = Positive recruiting results

- Positive attitude when chatting up a candidate helps you highlight the best in that company
 - Your “pitch” has to be honest and realistic
- Get comfortable talking about complicated positions
- Work the long relationship with candidates
 - Soft sell over the hard push
 - encourage no pressure calls with the client

Final Thoughts...

- Practice Self Care!
 - Keep a healthy mindset
 - Balance is key, work shouldn't overtake your life!
 - You will make mistakes, it's okay! We all do, don't stress
 - And it's okay to not win them all (but you made a good impression) but we will get the next one!



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