

## Candidate Conversations

Getting good at conversations with candidates is the start point of developing as a recruiter. Being able to open a conversation and engage with a stranger over the phone is a skill that can be developed really quickly IF you are willing to pick up the phone and do it.

As humans we are hard wired to be social creatures. When we encounter others who are interested in us and make us feel safe, then we want to spend time with them.



Key activities to complete:

Print the structure of a sales call – this is the wireframe for every conversation you will have with a candidate

Download the question stack to your desktop and/or print it out – this will give you a reservoir of good questions to ask

Write your introduction (use our guide to an effective intro if you need more inspiration) and get it clear in your own mind as to what you will say when you get through to a candidate. Hello is always a good start. Practice it out loud with your manager or colleague

Get on the phone and use the tools provided (call structure, questions and intro script) and complete a minimum of 25 update conversations with candidates from the database, legacy CVs from the job boards and recent applicants.

Review your calls what have you learnt about:

Your market?

What candidates want?

Why they change jobs?

Why they choose to stay where they are?

How they find jobs when they decide to look?

Candidates' experience of working with agencies?