

Candidate Qualification

ABCD Checklist Summary



A	Aspirations	<p>Do you know:</p> <ul style="list-style-type: none">• What total package would it take to move?• What are their motivations?• What type of organization?• What sort of environment and culture?• Why they would leave their current role?• What their career goals are?
---	-------------	---

B	Background	<p>Do you know:</p> <ul style="list-style-type: none">• Current employment details, including overview of role and responsibilities?• Previous employment details?• When did they last receive a pay rise?• Size of current team?• Reporting lines?• Personal details, family, home ownership?• All contact details?
---	------------	---

C	Competition	<p>Do you know:</p> <ul style="list-style-type: none">• What other steps taken to seek a new opportunity?• Internal promotions and alternative roles?• If there is anything that could stop them taking another position?• What their relationship is like with their direct management?• Have they ever resigned from their current role before?• Have you covered off the counter offer eventuality?
---	-------------	--

D	Decision	<p>Do you know:</p> <ul style="list-style-type: none">• If they have the necessary skills and experience for your role?• That their motivations match the expectations of the client?• That the role on offer has the right challenge?• That they are committed to progressing to the next stage and beyond?• If they will resign for the right opportunity?• That their achievements and accomplishments are satisfactory for the opportunity?
---	----------	---