

Closing Candidates - Activities

Closing is a process that starts from the very first conversation. By the time we arrive at the point of offer, as delivery specialists, we should be certain we know –

What it will take for the candidate to accept (offer content)

How the candidate will decide if they receive multiple offers which they will take

What the candidate's current company could do to get them to stay and the possibility of it happening

All of the concerns the candidate has about the job, company and prospect of changing jobs

The content, location, hours and environment that the candidate expects

With all of the above, you now have a checklist to ensure you are closing your candidates effectively through the process.



Key activities to complete:

Look at your live work in progress candidates and make sure you have clarity on the above for each. Any gaps or grey areas, make sure in your next conversation you develop more certainty in your own understanding and knowledge.