

# PITFALL MANAGEMENT – SCENARIO #1

You have been working with a candidate on a permanent position for the last two weeks.

When you first spoke to them, they had responded to your LinkedIn message about the job.

It had caught their eye because –

- It was blended working 2 days in the office and 3 at home. Their current employer was bringing everyone back to the office full time.
- The work content looked varied and interesting. They've been with the same company for 4 years and feel like they'd enjoy a new challenge.
- The money was £10k more than they are currently on.

They have an interview scheduled for next week, via Zoom with the line manager as an informal “get to know you” style interview.

The candidate has emailed to say:

*“Thanks for the opportunity to go for the interview. I have been considering things over the weekend and I have decided that I might be better off staying where I am until later in the year.*

*Apologies for the short notice”*

**What can you do now?**

**What could you have done differently earlier in the process?**