



1. What do recruiters look for when selecting potential candidates?

- A. Candidates who take our meeting seriously. They are early to the appointment, dressed appropriately, and prepared for an interview with the recruiter.
- B. Strong professional references, applicable experience.
- C. A candidate who communicates effectively in regards to their experience, their goals, etc
- D. A candidate who is able to communicate their strengths AND their weaknesses in order to better find the right opportunity.
- E. Professional Etiquette

2. What are some red flags that warn recruiters?

- A. A candidate who says "I'll work any where, I'll do anything."
- B. A candidate with a sketchy work history (not a contract employee, but someone who has been perm but keeps jumping from job to job).
- C. A candidate who is concerned about providing professional references (could be indicator of past issues with managers).
- D. Candidates who will not provide open communication. They will not discuss interviews or other agencies they're working with. We'll never sabotage an opportunity, but we need to have open and honest communication to build the relationship and work together.
- E. Speaking negatively about previous employers / managers. It's okay to discuss reason they left, but bashing the company instead of speaking factually.
- F. Have they ever been fired from a position?
- G. Reverse Career Progression

3. What makes a recruiter choose one candidate over the other when both are strong candidates?

- A. Client culture and environment, which would be best, fit.
- B. Opportunity & candidate: contract vs. perm, pay requirements, background and similar work experience to the new opportunity, commute for each candidate
- C. Relationship with the candidate and the person I know would be committed to the project, stay the duration, communicates well, and would represent me and TEKsystems.
- D. Each candidates ability to accept the offer (do they have other offers pending, are they already working, etc)
- E. We will submit the best candidates. Depending on the client sometimes we're allowed to submit 2 or 3 candidates. We thoroughly review the candidates' resumes, discuss their experience and what they're looking for and compare that to the client and the client's needs.