

The Three Worst Sins Recruiters Commit

What are the Three Worst Sins that Recruiters and Placement Professionals Commit?

You can take your success as a placement professional to the next level by avoiding the three worst sins that many recruiters and placement pros commit.

But what are these three sins, and what can you do to offer job candidates a more satisfying and ultimately more rewarding relocation experience? First, here's what to avoid:

- Sin #1: Letting Your Candidate Fend for Him or Herself - To reduce apprehension about moving to a new community, executive candidates will frequently make a (cold) phone call to a local Realtor® when they arrive for their first job interview. Don't let this happen! Often, realty franchises will have their least experienced agents answer the phones; and your high-level candidate might be paired with a newbie that can actually sour your entire deal! It's important that your applicant is paired with a great real estate agent who understands the candidate's personal and professional needs. The right Realtor® can help you clinch the deal: but the wrong agent can send your candidate back home to stay.

- Sin #2: Forgetting About the Family's Relocation Stress - Remember, even if your candidate is being offered a dream job -- relocating to a new community is extremely stressful for the entire family. That's why successful placement professionals partner with relocation firms that offer comprehensive assistance to relocating individuals and their families. You can reduce candidate anxiety by teaming up with a professional relocation firm that provides families with hand-picked resources and information about day-to-day living in a proposed new community: including local housing costs, culture, and customs.

- Sin #3: Thinking You Can "Do-It-All" - Successful recruiters perform three critical money-producing tasks: prospecting, selling, and negotiating. Anything else you do actually takes money out of your pocket! To thrive in the placement profession, you need to partner with firms that specialize in relocation. If you try to do it yourself, you'll be wasting your time and seriously limiting your success. And your candidates will be frustrated with a haphazard relocation effort, as well. Offer all of your candidates professional relocation services that will not only cement the deal; but will actually put your focus on activities that make you money!

At PROFILE Referral Systems, we partner with placement professionals -- providing your clients with access to hand-picked, highly customized relocation services at NO COST to you or your candidates. We not only give candidates a wealth of relocation, moving, and housing information, but we'll match your clients with professional Realtors® who can help you seal the deal. Find out how by talking to a Relocation Specialist at PROFILE Referral Systems today! Toll free: (800) REFER88 or (800) 733-3788.