**Recruitment Script**

I am already happy with the Recruiters that we currently use

yes go on

Sorry I am not interested

We have always gone with taking on candidates ourselves

Hi My Name is Paul Miller I am from Sales Stream how are you today. that's good. I just wanted to let you know that we are a recuitment company that sourses 100's of Candiates for Sales positions on behalf of our clients and there was a postion that you had advertised recently for a Territory Sales Representative at your company Equip Hire. We have filled roles such as this many times over and have recently come across a candidate that would be perfect for the role.

Sorry I am not Interested

So tell me how are you going to help my business ?

Hounestly I don’t have the time to deal with recruiters.

Yes

If you have some good candidates shoot them through to me and I will have a look

Your better off just sending me through some info.

before you hang up listen we dont know each other from a bar of soap right. I dont have any preconcieved agenda I am wanting to make money by helping your business and you are wanting to make the right decision for your business would I be right in saying that ?

Yes Go On

Sounds good shoot me through their CV and I will have a look at them.

(Sorry I am not interested/ if you have some good candidates shoot them through to me and I will have a look)

We are in the second stage of our interview process and we have someone in mind but if they fall through I might be interested

Can you explain to me your Terms or email me through a description of them.

I havnt used recruiters before can you explain how you operate

This candidate has over four years experience working for one of your compeditors in the same Territory so they already have contacts that they can take over for the role. Prior to this they worked for 5 years in a customer service role for an Equip Hire company. They have a proven track record of success and hitting targets KPIs for their current company. Their reason for leaving is that they want to work for a bigger company with greater security and more opportunity for progression does that sound like the sort of candidate that you would be looking for ?

What qualiforcations do they have ?

**I am already happy with the recruiters that we currently use**

Look we have had some problems with our recruiters before maybe we can give you the opportunity to prove yourself to us tell me more about this candidate.

(Follow Yes Go on for responses)

I think we will stay with our current reecruiters if it aint broke don’t fix it right.

We are more focused on developing a relationship rather than just doing business online we want our recruiters to be passionate about our company also.

There is an application process that you need to go through if you want to be on our list of recruiters.

What if i were to say to you that not only can we provide a better service than other recruiters and you be so confident in using us that you wont ever have to worry about the Recruiting side of your business. You probably think that all recruiters are the same well they provide the same service but there is a massive difference in quality of service. We have been in the industry for over 30 years and we wouldn’t be able to survive that long unless we were worth our salt at the end of the day business is business right and if you can get the edge by using a better Recruiter you would take it right ?

We have always gone with taking on candidates ourselves

Great otherwise we would have gone for recruiters

Hit and miss but we would still prefer to do it ourselves we have used recruiters before and it hasn’t worked out well

Your better off sending through your details and if we are interested we will give you a call

(Sorry I am not interested/you’re better off sending me through some info)

Sometimes it hasn’t worked out why what can you offer that others can’t

Send through your company brief and follow up with me in a week potentially we might go to a recruiter if we cant fill a role ourselves

Let me ask how has that worked out for you in the past?

Sorry I am not interested /Yes

Look I am really busy can you call me some other time.

Yes that is true.

From a business perspective hiring the right person for you is just as important for us as it is for you. because if we dont get the right person for you then we loose business would I be right in saying that

Sorry I am not interested/ honestly I don’t have the time to deal with recruiters

I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thankyou

Ok I will hear you out

(Yes go on)

Can you send me something so I can have a look at your company?

(Sorry I am not interested/you’re better off sending me through some info)

We know the industry very well and we know whats out there and know exactly what we are looking for and how to get it.

Look just hear me out this Candidate that we have for you will save you hours in Resume services and interviews. You can compare what we have with the other candidates you have interviewed if you like what we have to offer great if you don’t you can go away knowing that your on the right track with your Recruiting and all you have spent is 10 15mins doing so to gain this insight.

Sorry I am not interested/ so tell me how are you going to help my business?

What are your rates?

(Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thankyou)

So why you and not another Recruiter

(We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

Ok tell me about this candidate you have

(Yes go on)

I am sorry you havnt convinced me enough

We have a massive data base to choose from bigger than majority of Recruiters out there. We will listen carefully and thoroughly to you first meeting so we both know where we stand in regards to your Recruiting needs there is no confusion and the best candidates will be sent to you right from the start. If you give me a chance with this candidate and we can prove ourselves to you it can be a benchmark for future business. Not only will we save you time we can save you money in the long run by giving you quality candidates that will become your businesses greatest assets.

Sorry I am Not interested/ If you have some good candidates shoot them through to me and I will have a look

Ok let’s negotiate a price then I will sign the Terms and you can show me what you have

((Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thankyou)

Just describe the candidate that you have please

(Yes go on)

Don’t you trust our company to do the right thing ?

I am sorry we don’t do business this way other Recruiters havnt had a problem with this

We cant just shoot through candidates through to you unless we have signed Terms if we could negotiate a price and I send you our agreement with the price discussed and you sign the Terms I can send you through the details of the candidate that we have or any other candidates that we might have for this role.

Sorry I am not Interested/ Your better off just sending me through some info

Ok tell me about the candidate now then

(Yes go on)

I will look at your information this is a business decision I am not worried about the Candidate we are looking for a recruiter long term

That’s not the way we do business I need a more considered approach

Look what can you offer me that other Recruiters cant?

((We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

I can send you through some info that’s not a problem but I get the impression that our business relationship will dissipate into the background. This candidate by then will have lossed interest and gone to another company. This is a great Candidate if you miss the chance now it may take you some time to find another one like them.

Yes go on/ we are in the second stage of our interview process and we have someone in mind but if they fall through I might be interested

Look I am interested what is the earliest you can get them in by

(no response needed this is as good as saying lets do business)

What are your terms pricing etc?

(Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thankyou)

I think that we have made a commitment and it would be unfair to the candidates that have gone through the process for someone to get in through the backdoor

Look I don’t want to seem pushy but your at the second interview process which means that potentially you have time to see this candidate so I don’t see that as a problem at the end of the day you want the best person for the Job and you should be uncompromising about this. If you can sign the terms by today we can get you to see this candidate within a couple of days because if we leave it to long the candidate may have another role. Your interested in getting the right person otherwise you wouldn’t have given me this time on the phone.

I know from past experience the candidates that have worked in the past and we know better than anyone what we are looking for and we are happy to wait thankyou

Yes Go On/What qualifications do they have?

Yes those qualiforcations seem good lets do business.

We really need someone that has there white card and a stronger educational background

What are your Terms?

((Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thankyou)

They have done a TAFE cource in carpendry and completed their Higher School certificate.

Yes Go On/ I havnt used recruiters before can you explain how you operate

That sounds great !! Send me through your Terms and I will have a look at them and then we can do business

(Response not required as this is what you want the client to say)

I would like to meet up with you first before I sign anything

(Response not required as this is what you want the client to say)

Let’s negotiate a fee

(Response not required as this is what you want the client to say)

We charge a percentage of the base rate plus super and have a replacement period free of charge if they don’t work out within the first 6 months. We screen candidates thourouly and because we have candidates coming through all of the time we have a great crossover of candidates that are suitable for multiple terms. Once you have read our Terms and signed them we can then provide you with full details of the candidate and only get paid if you take the candidate on that we provide for you.

I am already happy with the recruiters we currently use/ I think we will stay with our current recruiters if it aint broke don’t fix it right.

I find that comment a little insulting you don’t know anything about our business we have successfully been in this game for a long time so what gives you the right to start telling us what to do ?

You make a fair point but whats the point in putting all of that effort into something that may or may not work it’s a waist of time

What are some examples of you being on the cutting edge of the market like why are you so good

Shoot me through your company details and I will have a look

(Sorry I am not Interested/ Your better off just sending me through some info)

Ok tell me about this candidate you have

(See yes go on for answers)

That’s true to a point the problem is to stay compedetive you have to be expanding your ideas your services always looking for the next big thing I will say a lot of businesses have switched to us businesses that have had the same recruiter for years why because they know our reputation and they know that we are constantly on the cutting edge of the market when it comes to sales people. If you don’t want to be left behind its necessary to use a Recruting firm like ours otherwise you will fall behind and that’s the last thing we want.

I am happy with the Recruiters that we currently use/ we are more focused on developing a relationship rather than just doing business online we want our recruiters to be passionate about our company also

We are really hard pressed at the moment but if you would like to follow up in about 6 months time that would be great.

Ok that sounds great

Can you send me your details in the meantime so I can have a look at your company brief?

(Sorry I am not Interested/ Your better off just sending me through some info)

I might give it a pass at the moment as we are flat out and probably don’t have time to speak to recruiters.

I am happy to do this each company likes to do business differently if you would like to tee up a meeting with myself and a senior member of your staff we can start to build a long Term relationship with you and get a chance to get a feel of what your company is really about.

I am happy with the Recruiters that we currently use/ There is an application process that you need to go through if you want to be on our list of recruiters.

Ok send me through your Terms and I will have a look at them

(Sorry I am not Interested/ your better off just sending me through some info)

Sorry but I have to stay with our company policy

Tell me about the candidate

(Yes go on)

There is a problem of crossing over candidates and there are only a certain amount of candidates that are suited so the market might already be saturated

You can talk to my boss if you like and see what they say.

I appreciate that way of doing business it shows that your company has good stability. I don’t want to change your business and the way it works but I guess if you are looking for candidates for this role and you want to get a really good idea whats out there and you sign our Terms and look at the candidates that we send you it will cost you nothing only 10 or 15mins and if you don’t like any of the candidates that we send you your getting a good idea of the market if you do then your obviously benefiting by getting a good candidate

We have always gone with taking on candidates ourselves/ Great otherwise we would have gone for recruiters

Look we are happy with our processes we have a great HR team and we only reach out to recruiters as a last resort

We have the resources to allow jobs to be on the market for a while. Plus the person that was in that role last year was promoted so we employ people to progress

We do want someone in the role long Term and yes we have had problems with this role

I noticed that this role has been advertised for over 4 weeks so for this role it may appear that your struggling I am not debating your ability to fill roles but I also saw the same role being advertised a year ago I mean do you really want someone in this role long term ?

We have gone with taking on candidates ourselves/ Hit and miss but we would still prefer to do it ourselves we have used recruiters before and it hasn’t worked out well.

Tell me about your company

(Yes go on/ I haven’t used recruiters before can you explain how you operate)

How do I know that your just not another dodgy recruiter

Tell me about that candidate you mentioned

(Yes go on)

Recruiters are recruiters as far as I am concerned I mean you all do the same thing right

I am reluctant to take such a risk because our experience has been so bad but I agree with what you are saying

Send me your company brief

(Sorry I am not Interested/ your better off just sending me through some info)

Not all Recruiters are the same there is a big difference between really good Recruiters and really bad recruiters the bad ones will take on any Job and have a scatter theory where they do a lot of jobs and provide mediocre candidates the bad ones will charge ridiculous prices but they lack experience the size and the database to handle real jobs with great companies such as yourself.

We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t

Sounds like a lot of recruiters that I know

(We have gone with taking on candidates ourselves/ Hit and miss but we would still prefer to do it ourselves we have used recruiters before and it hasn’t worked out well/How do I know you’re not just another dodgy Recruiter.

Yes I can see your experience can you send me some more information

(Sorry I am not Interested/ your better off just sending me through some info)

We have a database of over 50000 people we have been going for over 30 years we have a team of over 20 people. Staff that have been with the company long term and have delivered proven results I myself have been with the company for 4 years and have filled roles such as this 4 times over. We have a sound culture a philosophy and will work exceptionally hard to deliver results for our clients

Sorry I am not interested/Yes/ yes that is true.

Yes but the real question is can you deliver and I don’t have faith that you can deliver

(Sorry I am not interested/ so tell me how you are going to help my business/I am sorry you haven’t convinced me enough)

I would say its more important for us because you look at numerous projects at once right ?

Yes

(Yes Go on)

From a business perspective hiring the right person for you is just as important for us as it is for you. because if we dont get the right person for you then we loose business would I be right in saying that

Sorry I am not interested/Yes/ Look I am really busy can you call me some other time

We don’t need any extra candidates we have some great ones and we are using up all of our time with them

Ok but make it fast

(Yes Go on)

We are all busy I am busy I have a stack of candidates to source and roles to fill but the fact that I am taking time out of my day to call despite all the work that I have going on because I know that this Candidate will be great for your business I have spoken to them before and I know them very well and they would also be a great cultural fit. I am not in the business of waisting time for myself or anyone I cant afford to. All I am after is 5 mins of your time which I am confident to say will save you hours in the long run.

Sorry I am not interested/ Hounestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiters thankyou

I understand what your saying but we have been successful with dealing with it on our own so why would I waist money getting someone that I might not need

Look we literally don’t have the funds and if I was to look at the candidate I would have to get higher approval

Ok just fill me in briefly

(Yes Go on)

If you cared about our business you would respect that at the moment we don’t have the cash flow its just the way our business is at this stage.

Look our pricing is flexible the fact that you’re a viable company and the fact that you have the space in your company to take on a Territory Sales Rep role means that you do have the resources. We arnt talking about a lot of money I mean at the end of the day what value do you put on the right candidate ? They are almost priceless to your organisation I would say you cant afford not to have a look at our candidate.

Sorry I am not interested/ Hounestly I don’t have the time to deal with recruiters/ We know the industry very well and we know whats out there and know exactly what we are looking for and how to get it.

Its too confusing I mean why would I get someone in that I didn’t know from a company that I didn’t know to fix a problem that didn’t need to be fixed.

We also know sales people well and we know what type of Salesperson suits our company because we have had them so many times before

You say that you have a faith in our business so your basically agreeing that we can do it by ourselves

Sure I respect your business and your company and your right maybe we don’t have the industry insights that you have but what we do have is a massive database to choose from a great team that have the time to thoroughly look and research the type of candidates that your after we know what type of sales people suit what industry you know your industry better than us but we know sales people sales people that will get you results and take your business to the next level.

Sorry I am not interested/ So tell me how are you going to help my business/I am sorry you havnt convinced me enough

There are plenty of people that work hard but don’t get the job done. I want someone that’s going to deliver me results.

I know look please I know I am just another recruiter years experience pretty typical I probably operate in a very similar way to most Recruiters but I live and breath this Job I arrive early I leave late I work weekends I want to be the best recruiter in the industry I may not be there yet but I am sure on my way you see that’s what your getting for your money your getting value and that’s what I can offer you above everything else value for your dollar you wont get that level of commitment from any other Recruiter in the Industry.

Sorry I am Not interested/ If you have some good candidates shoot them through to me and I will have a look/Don’t you trust our business to do the right thing ?

What can you offer us that warrants preferential treatment

So how can we do business with you one way and do the same business with other people a different way

Look we know that you’re a reputable company and we have no doubt that you would honour an agreement with us the problem for us is that we have been stung before and have spent weeks screening candidates and filling the role only for them to walk away and not pay I sure if that if a supplier didn’t pay their bills you wouldn’t want to do business with them again and you would do everything in your power to ensure that your next supplier payed you.

Sorry I am Not interested/ If you have some good candidates shoot them through to me and I will have a look/ I am sorry we don’t do business this way other Recruiters havnt had a problem with this

We have a lot of Recruiters already I am not sure wether we have room for another one

Other Recruiters may not have a problem with this because they might not have been stung before but at the end of the day Recruiters do different things different ways it’s a small thing to do considering the benefits of the candidates that we have on offer for your business.

Sorry I am not interested/you’re better off just sending me through some info/ that’s not the way we do business I need a more considered approach

We arnt losing anything we have the team behind us to deliver results your loosing by not aligning with our beliefs

Look a considered approach is good but sometimes you don’t have the time to do this sometimes if the right opportunity comes along you need to make an implusive decision based on the information that’s been given. This Cadidate that we have is the real deal I can give you the assurance that we have been in the industry for over 30 years and wouldn’t have survived that long unless we were able to deliver results.

Sorry I am not interested/you’re better off just sending through some info / I will look at your information this is a business decision I am not worried about the Candidate we are looking for a recruiter long term

I would see this as an opportunity to have an ongoing account with us surely if you had a series of companies that you had these arrangements with it would make your life easier also

We don’t just want a Recruiter to flick through Resumes provide us with Candidates for a role and never speak to them again that’s not how we operate

True but we have this taken care of and you have to understand the risk we are taking just doing business with anyone I mean there are no guarantees that your going to fill the role for us

Look I appreciate that you are looking for a Recruiter long term but what if in the mean time that recruiter made you a placement that’s better than any screening process that you could use that’s showing you what we can deliver rather than just telling you what we can deliver

Yes Go On/ We are in the second stage of our interview process and we have someone in mind but if they fall through I might be interested/ I think that we have made a commitment and it would be unfair to the candidates that have gone through the process for someone to get in through the backdoor

We want to maintain professional standards that’s how we got where we are today if we let them slip they might start to slip in other areas also

I am not saying that we have the perfect candidate but they are as good as what we have seen and we have taken on many similar and they have worked out great.

That’s true its unfair to the Candidates that have done the right thing by you and have gone through the due process. I can assure you that we have spoken to this Candidate more than twice and have screened him thoroughly just like all of the other similar roles that we have filled. There is no reason why you still cant give him 2 interviews just delay if we can get him in by 2 days that should give you enough time

Yes Go On/ We are in the second stage of our interview process and we have someone in mind but if they fall through I might be interested/ I know from past experience the candidates that have worked in the past and we know better than anyone what we are looking for and we are happy to wait thankyou

Isnt that why most businesses fail because they embrace all of these ideas and they don’t know how to harness them so they collapse

Our business does change but it changes the ideas it needs to and ignores the ones it doesn’t its just common sence

Yes but you have to also believe what I am saying look business is more compedative than ever particulary your sector its not what it was like 10 years ago to survive in the market place businesses are having to adapt and evolove and to embrace knew an invoative ideas. If I come to you with a great candidate that’s not only a great idea it’s a solution a solution that your going to find hard to emulate yourselves. Look listen to what I am saying the sales Industry requires sales people to be tec savy and to be great marketers not just great communicators and the approach to all of that is also important.

Yes Go On/What qualiforcations do they have ?/We need someone that has a white card and a stronger educational background.

Education is important without education we would have no sustainable economy

We don’t want cowboys we want candidates that are properly licenced and trained if not we are cutting corners which could prove costly for us in the long run.

I agree a white card is essential but these are easy enough to get I mean it’s a 2 day course as far as education goes I would always go with experience over education any day I mean how much can you actually say these educational requirments that you are talking about will be used in the Job situation if its just for show then I would say that you are going to be very hard pressed to find both unless you are looking for someone more seinor but then you would have to pay them more money

I am already happy with the recruiters we currently use/ I think we will stay with our current recruiters if it aint broke don’t fix it right/ What are some examples of you being on the cutting edge of the market like why are you so good

We are on the cutting edge of any changes why do you think we have stayed in business for so long ?

Our Sales people today are a lot different to what they were 10 years ago so I know what you are talking about then why do I need your services

We understand how sales people fit into our company perfectly I mean have you had a look at the requirments on our advertisement

We are good because we know the market and we focus purely on sales. It’s a bit like a real estate agent pricing your house most evaluations only take into account comparables and what people are willing to pay. Same with sales people we are looking at differnet companies paying different wages for Sales people depending on other skill facets such as great IT skills and ability to use the internet as an effective form of communication.

I am already happy with the recruiters we currently use/ I think we will stay with our current recruiters if it aint broke don’t fix it right/ You make a fair point but whats the point in putting all of that effort into something that may or may not work it’s a waist of time

Look what can you offer me that other Recruiters cant?

(We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

I can assure you that going with us is not a waist of time we have been in this game for far to long to waist our time or yours. You put time into everything that is great from training good employees to developing a solid understanding with Recruiters there is a risk and a chance with any change we are a recruiting firm that is going places we get all the good candidates coming to us because they know we have the best jobs and that’s great for everyone including yourself

I am already happy with the recruiters we currently use/ I think we will stay with our current recruiters if it aint broke don’t fix it right/ I find that comment a little insulting you don’t know anything about our business we have successfully been in this game for a long time so what gives you the right to start telling us what to do

Ok let’s hear the details of this Candidate

(Yes Go On)

We are always looking for and finding good opportunities so what makes me think that you can offer us a good opportunity

I am not and forgive me if I am coming across that way I am not trying to change your company structure or anything like that all I am seeing is a good opportunity for your business to take on a really good candidate or candidates if you like what we have to offer in any business sence or logic would say if there is legitimately a good opportunity out there take it right

I am happy with the Recruiters that we currently use/ We are more focused on developing a relationship rather than just doing business online we want our recruiters to be passionate about our company also/ We are really hard pressed at the moment but if you would like to follow up in about 6 months time that would be great.

Ok quickly let’s hear the details of the candidate

(Yes Go on)

So much can change in 6 months in being part of a massive company you obviously know that putting things off is a bad idea. The world is changing so rapidly you really want what we have now to take you into the next season of your business and in 6 months time you may have tried to get someone yourself or gone out to other recruiters and for what nothing we have someone now for you to look at someone good and someone that I guarantee will be with you for years to come.

I am happy with the Recruiters that we currently use/ We are more focused on developing a relationship rather than just doing business online we want our recruiters to be passionate about our company also/ I might give it a pass at the moment as we are flat out and probably don’t have time to speak to recruiters.

Ok quickly let’s hear the details of the candidate

(Yes Go on)

Send me through your info and we will have a look

(Sorry I am not Interested/ Your better off just sending me through some info)

Ok all I am asking is 5 minutes of your time that’s a smoke break that you don’t need. At the end of hearing about the candidate that we have on offer you never have to hear from us again and it wont cost you anything.

I am happy with the Recruiters that we currently use/ There is an application process that you need to go through if you want to be on our list of recruiters/ Sorry but I have to stay with our company policy

Look what can you offer me that other Recruiters cant?

(We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

Ok quickly tell me about this candidate

(Yes go on)

What are your terms pricing etc?

(Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thankyou)

Look I have been doing this Job for a long time I have no intention of progressing and am happy to retain a good reputation

The company policy. Ok so you’re an intelligent person do you agree with this policy ? I mean if someone came along with a great idea that you knew could help the business even if it went against company policy would you implement it off cource you would because you want to be good at your job ahead of the pack you want to prove to your boss that you have the forsight of seeing a good thing coming.

I am happy with the Recruiters that we currently use/ There is an application process that you need to go through if you want to be on our list of recruiters/ You can talk to my boss if you like and see what they say

You’re honestly better off talking to him because he understands the business better than I do but thanks for the complement

(Ok give me his contact details)

Ok quickly tell me about this candidate

(Yes go on)

I am talking to you the brains of the operation imagine what your boss would think of you if he sees that you have the forsight to see a good thing coming. Just hear me out and I guarantee that you won’t be dissapointed

I am happy with the Recruiters that we currently use/ There is an application process that you need to go through if you want to be on our list of recruiters /There is a problem of crossing over candidates and there are only a certain amount of candidates that are suited so the market might already be saturated

What are your terms pricing etc?

(Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thank you)

Look what can you offer me that other Recruiters cant?

(We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

Ok quickly tell me about this candidate

(Yes go on)

That’s never a problem I mean if you have already spoken to them and you don’t like then and we provide them for you then we are a bad Recruiter If we provide someone that another Recruiter has interviewed then again we are bad at our Job because we havnt screened the candidate properly simple as that we will only send you someone that we know you havnt spoken to before and someone that’s good because that’s how we make our money.

We have always gone with taking on candidates ourselves/ Great otherwise we would have gone for recruiters/ We have the resources to allow jobs to be on the market for a while. Plus the person that was in that role last year was promoted so we employ people to progress

What are your terms pricing etc?

(Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thank you)

Can you give me some more info about them?

(Yes go on)

Can you tell me more about how recruiters work?

(Yes go on/ I haven’t used recruiters before can you explain how you operate)

That’s great you employ people to progress I love companies such as yours but in saying that eventually you are going to want someone in the role that is long term has built and developed your client base has developed trust and reppore with them and has made your brand reputable and I say this because this candidate has that durability he is a company person and you wont have to go through the headaces of finding someone for a long time.

We have always gone with taking on candidates ourselves/ Great otherwise we would have gone for recruiters/ Look we are happy with our processes we have a great HR team and we only reach out to recruiters as a last resort

Can you tell me more about how recruiters work?

(Yes go on/ I haven’t used recruiters before can you explain how you operate)

What are your terms pricing etc?

(Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thank you)

Can you give me some more info about them?

(Yes go on)

I understand that Hr teams are efficient and I have no doubt that yours is also but I mean have you at least tried to see what life is like on the other side of the fence I mean this is all we do is find people I am sure that your Job is a lot more entailed than just that and we have a team of 20 where candidates from all backgrounds are talked about an exchanged with ideas and capabilities also being exchanged.Im not asking you to hold the white flag up all I am asking is that you give us a shot.

We have always gone with taking on candidates ourselves/ Great otherwise we would have gone for recruiters /We do want someone in the role long Term and yes we have had problems with this role

No can you tell me more about how recruiters work?

(Yes go on/ I haven’t used recruiters before can you explain how you operate

Know we havnt what sort of fees do you normally use

(Explain)

Can you send me through some information on your company?

(Sorry I am not Interested/ Your better off just sending me through some info)

Ok great let what I can say is that with my experience of filling roles like this before plus my number of years of doing it first of all I have a great idea of what you are looking for and the required skill set that they need and have a window where I can dedicate 100% of my time to finding a candidate for you that’s if you don’t like the one that we put forward to you. Have you ever used recruiters before and if so what rates did you use with them ?

We have gone with taking on candidates ourselves/ Hit and miss but we would still prefer to do it ourselves we have used recruiters before and it hasn’t worked out well/How do I know your not just another dodgy Recruiter.

I am still not convinced

(Sorry I am not interested/ so tell me how you are going to help my business/I am sorry you haven’t convinced me enough)

Look what can you offer me that other Recruiters cant?

(We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

Not all recruiters are dodgy there is a big difference between good ones and bad ones the bad ones come in when the Job market is hot or if there is an Industry that is booming then leave. Our company is staying relavent with all the trends in the sales industry and the attributes that are required for them. We have 30 years experience and a solid reputation built on the foundation of trust and honesty.

We have gone with taking on candidates ourselves/ Hit and miss but we would still prefer to do it ourselves we have used recruiters before and it hasn’t worked out well/ I am reluctant to take such a risk because our experience has been so bad but I agree with what you are saying

What are your terms pricing etc?

(Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thankyou)

Ok tell me about this candidate then

(Yes Go on)

Then it’s my job and I am going to make it my Job to change your perspective on the Industry its not just our company there are other good ones out there but I myself love this profession just like all of our staff here do and we thrive on the challenge of finding the right person for our candidates we are all workaholics that’s why we are so successful. So what do you say I mean I believe that everything deserves a second chance right ?

We have gone with taking on candidates ourselves/ Hit and miss but we would still prefer to do it ourselves we have used recruiters before and it hasn’t worked out well/ Recruiters are recruiters as far as I am concerned I mean you all do the same thing right

So what can you offer me that other Recruiters Cant?

((We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

Ok tell me about this candidate then

(Yes Go on)

Yes we technically all do the same thing but the methodology that we use is completely different we don’t cold call people because it looks good on our KPI sheet we don’t cram in a whole lot of interviews for a role because it makes us look busy we use our time more effectively and our approach to clients and candidates means that we get the best out of the time spend with them straight from the beginning so there is clear understanding and no time waisting

Sorry I am not interested/Yes/ Yes that is true /I would say its more important for us because you look at numerous projects at once right ?

Look what can you offer me that other Recruiters cant?

(We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

I am still not convinced

(Sorry I am not interested/ so tell me how you are going to help my business/I am sorry you haven’t convinced me enough)

We do look at numerous projects at once yes that is true but what I will say is that when I look at numerous projects at once they are similar positions so there is a great deal of cross over plus we have other staff looking after those positions also so in affect you are getting a better result compared to if I was just 100% focused on your project.

Sorry I am not interested/Yes/ Look I am really busy can you call me some other time/ We don’t need any extra candidates we have some great ones and we are using Up all of our time with them

Ok quickly tell me about this candidate

(Yes go on)

Ok but just hear me out with this candidate we have spoken to them and they have just started looking so they havn’t had the chance to speak to anyone else. I know you have some great candidates but this will give you an indication of what else is out there so your 100% confident in the candidates that you already have.

Sorry I am not interested/ Hounestly I don’t have the time to deal with recruiters/ We know the industry very well and we know whats out there and know exactly what we are looking for and how to get it. / You say that you have a faith in our business so you’re basically agreeing that we can do it by ourselves

I honestly think you would be better off looking at a company that wasn’t so self sufficient otherwise I think that we are waisting each others time.

Look what can you offer me that other Recruiters cant?

(We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

So why use your services as opposed to doing it ourselves?

(Yes go on/ I haven’t used recruiters before can you explain how you operate)

I have faith in your business yes we wouldn’t be calling you unless we thought so but also our faith in resides in the fact that you’re a business that’s open to ideas of doing things differently a business that is constantly evolving and if you are that sort of business which I presume you are you would be open to encorporating our services which will strengthen your business not weaken it

Sorry I am not interested/ Hounestly I don’t have the time to deal with recruiters/ We know the industry very well and we know whats out there and know exactly what we are looking for and how to get it./ We also know sales people well and we know what type of Salesperson suits our company because we have had them so many times before

Yes that is how great relationships start!!

Can you send me through some information on your company?

(Sorry I am not Interested/ Your better off just sending me through some info)

Its funny because so many of our clients say the same thing to us and then they use our services and they end up thanking us because we were able to give them a better insight into the market we actually source candidates in a very different way than you and we do some things better and I am sure you do things better but that’s how great business relations ships start right?

Sorry I am not interested/ Hounestly I don’t have the time to deal with recruiters/ We know the industry very well and we know whats out there and know exactly what we are looking for and how to get it/ Its too confusing I mean why would I get someone in that I didn’t know from a company that I didn’t know to fix a problem that didn’t need to be fixed.

Can you send me through some information on your company?

(Sorry I am not Interested/ Your better off just sending me through some info)

Can you tell me more about this candidate?

(Yes go on)

I am still not convinced

(Sorry I am not interested/ so tell me how you are going to help my business/I am sorry you haven’t convinced me enough)

Don’t be afraid of what you don’t know all I can say is what I do know is we can add tremendous vale to companies such as yourselves that have a great structure I mean at the end of the day I wouldn’t be calling you unless I could see a problem. So this Job has been on the Market for 4 weeks and you have had what 5 applications I see that as a problem even if you don’t the phycology is if someone sees a Job on the board even if it’s a great Job but they see it has been on the board for 4 weeks and 5 applicants then there not going to see value in the role and that’s how we can add Value.

Sorry I am not interested/ so tell me how are you going to help my business/I am sorry you havnt convinced me enough/ There are plenty of people that work hard but don’t get the job done. I want someone that’s going to deliver me results.

Can you tell me more about this candidate?

(Yes go on)

Ok so if that’s the case this is perfect opportunity for me to show you that we can deliver results for you straight from the start no mucking around then you can see how efficient we are the fact that I am calling your company for this role means that we know the right people to go to straight from the start if you can let me share the details of the candidate in 5mins you can see first hand exactly how efficient we are

Sorry I am Not interested/ If you have some good candidates shoot them through to me and I will have a look/Don’t you trust our business to do the right thing/ So how can we do business with you one way and do the same business with other people a different way

Look what can you offer me that other Recruiters cant?

(We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

If you see a better deal a better opportunity someone that is going to bring more money into your business then yes I think they should have preferencial treatment. I mean we arnt doing anything illegal and business is business right.

Sorry I am not interested/ if you have some good candidates shoot them through to me and I will have a look/don’t you trust our business to do the right thing /what can you offer us that warrants preferential treatment

I am still not convinced

(Sorry I am not interested/ so tell me how you are going to help my business/I am sorry you haven’t convinced me enough)

Can you send me through some information on your company?

(Sorry I am not Interested/ Your better off just sending me through some info)

We can offer you the best candidates in the industry at a very compedative price we are a professional outfit that does things right the first time so your not spending hours later on cleaning up a mess or having to constantly have us on the phone with you asking questions and if you offer us your integrity we in turn expect the same from ourselves.

Sorry I am Not interested/ If you have some good candidates shoot them through to me and I will have a look/ I am sorry we don’t do business this way other Recruiters havnt had a problem with this/ We have a lot of Recruiters already I am not sure wether we have room for another one

What are your terms pricing etc?

(Sorry I am not interested/ honestly I don’t have the time to deal with recruiters/ I am sure this candidate might be ok but we don’t have the resources at the moment to use recruiter’s thank you)

Look what can you offer me that other Recruiters cant?

(We have gone with taking on candidates ourselves/ Sometimes it hasn’t worked out why what can you offer that others can’t)

Then we will have to push a couple out of the road to make room I am sorry but that’s getting you the best deal. This is about your business getting the best for your business not anyone else its about your bottom line and maximizing it. I think it’s a great virtue that your loyal to your company but it doesn’t make a whole lot of business sense. You just have a look at the amount of candidates that go from Job to Job unfortunately modern business loyalty is a thing of the past.

Sorry I am Not interested/your better off just sending me through some info/ That’s not the way we do business I need a more considered approach/ We arnt losing anything we have the team behind us to deliver results your loosing by not aligning with our beliefs

Ok tell me about the candidate then

(Yes Go on)

Maybe we are and maybe if we worked together we could get a real idea of what those beliefs are But I will say this if someone comes into an interview with us and does a sales pich with us throwing objections at them we are seeing first hand what this candidate can do and would be more likely to take them on rather than someone just just sharing their experiences with us. If we went into and intwerview with you it would be hard for us to prove to you how we could make placements so in saying that before we speak will you let me prove my worth to you. ?

Sorry I am Not interested/your better off just sending me through some info/ I will look at your information this is a business decision I am not worried about the Candidate we are looking for a recruiter long term/ We don’t just want a Recruiter to flick through Resumes provide us with Candidates for a role and never speak to them again that’s not how we operate

Ok tell me about the candidate then

(Yes Go on)

That’s the last thing we would do essentially our goal is to have all our relationships with our clients long Term that’s how we get security if I was to be honest intitially I have had to do that to generate a client base but our Recruitment Agenys main focus is on offering Value to our clients not just filling roles. If we aimlessly filled roles then we would soon get a bad reputation in the Industry as those candidates probably wouldn’t last long with those companies.

Sorry I am Not interested/your better off just sending me through some info/ I will look at your information this is a business decision I am not worried about the Candidate we are looking for a recruiter long term/I would see this as an opportunity to have an ongoing account with us surely if you had a series of companies that you had these arrangements with it would make your life easier also

Let’s set up a meeting so I can meet you face to face

I completely agree this is how we want to do business also. security if I was to be honest intitially I have had to do that to generate a client base but our Recruitment Agenys main focus is on offering Value to our clients not just filling roles. If we aimlessly filled roles then we would soon get a bad reputation in the Industry as those candidates probably wouldn’t last long with those companies.

Sorry I am Not interested/your better off just sending me through some info/ I will look at your information this is a business decision I am not worried about the Candidate we are looking for a recruiter long term/True but we have this taken care of and you have to understand the risk we are taking just doing business with anyone I mean there are no guarantees that your going to fill the role for us

Ok tell me about the candidate

(Yes go on)

I agree there are no certainties that we are going to fill this role for you you are absolutely right. But in saying this there are no certainties we just have to make the best decision that we have at the time. But from experience I can tell you that the likely hood of this candidate working out is good I have spent 2 hours all up trying to find you and experience tell us that this candidate would be the perfect fit for the role if we did this and had a strong fail rate then I wouldn’t be here and our company wouldn’t be hear.

Yes Go On/ We are in the second stage of our interview process and we have someone in mind but if they fall through I might be interested/ I think that we have made a commitment and it would be unfair to the candidates that have gone through the process for someone to get in through the backdoor/ We want to maintain professional standards that’s how we got where we are today if we let them slip they might start to slip in other areas also

Ok let’s do business

Absolutley we are in the same boat that why we get all of our clients to sign Terms before we look for candidates. That’s why We Turn up to work early and leave late that’s why we where suits to work. The truth is that if we hadn’t have spoken to this person at least twice we wouldn’t be speaking to you now. I understand your fear that the candidates might loose interest but that could also be a test of durability for the candidate as they may leave when you take them on anyway. I don’t believe its unethical and I am sure that the candidates will understand and respect your decision.

Yes Go On/ We are in the second stage of our interview process and we have someone in mind but if they fall through I might be interested/ I think that we have made a commitment and it would be unfair to the candidates that have gone through the process for someone to get in through the backdoor/I am not saying that we have the perfect candidate but they are as good as what we have seen and we have taken on many similar and they have worked out great

Ok let’s do business

Look I am sure you have but I would challenge you to not be complacent always be striving for being better the next great candidate if you settle for anything in life you will never end up being where you want to be. I am giving you an opportunity to see things in a different way a better way to present to you a candidate that you didn’t even know was out there and if you take them on and they work out it will start to shape your perspective in a positive light.

Yes Go On/ We are in the second stage of our interview process and we have someone in mind but if they fall through I might be interested/ I know from past experience the candidates that have worked in the past and we know better than anyone what we are looking for and we are happy to wait thankyou/ Our business does change but it changes the ideas it needs to and ignores the ones it doesn’t its just common sence

Ok let’s do business

And you know what so do we and so does any business that’s worth there salt but how do you make that decision with other companies I can tell you with us its results and experience and if they can prove those to me even better and not only do we have results and experience I can prove those to you does this sound like a sound premis to make your decision for us on ? I mean that in itself is common sence right ?

Yes Go On/ We are in the second stage of our interview process and we have someone in mind but if they fall through I might be interested/ I know from past experience the candidates that have worked in the past and we know better than anyone what we are looking for and we are happy to wait thankyou/Isnt that why most businesses fail because they embrace all of these ideas and they don’t know how to harness them so they collapse

Ok let’s do business

Absolutley but we are not suggesting you do that we want a business to base their ideas on sound knowledge knowledge that is relavent and informed most of these ideas come from sprukers fly by night people that disappear as fast as they come we have been in the game for 30 years and have seen plenty of those businesses come and go We have a website filled with references from legitimate clients that have spanned over those 30 years we have a team of 20 staff that have been with us for more than for years so if a company with those credentials comes to you with an idea that has been successfully implemented by other companies wouldn’t you want to be a part of this to stay ahead of the compotition ?

Yes Go On/What qualiforcations do they have ?/We need someone that has a white card and a stronger educational background./ Education is important without education we would have no sustainable economy

Ok let’s do business

I am not denoting education by any means but with this role all the education in the world is not going to give you any extra knowledge that this candidate has you know as well as I do that with this current role you need to get up to speed within 2 years but after that you have all the information and tools nessesary to complete the Job infact our candidate is proving that they are more efficient by not doing any unessesary training.

Yes Go On/What qualiforcations do they have ?/We need someone that has a white card and a stronger educational background./ We don’t want cowboys we want candidates that are properly licenced and trained if not we are cutting corners which could prove costly for us in the long run

Ok let’s do business

I agree with you that all nessesary licences are important just the same as unessesary quaaliforcations if a candidate is unessesarily qualified that can actually get in the way of them doing their job properly we want don’t want this person to cut corners either that’s why they have the nesesary licenses. If your after a professional image then other companies arnt going to look at wether they have a uni degree these role roles have pre requisites and they would only be interested in those

I am already happy with the recruiters we currently use/ I think we will stay with our current recruiters if it aint broke don’t fix it right/ What are some examples of you being on the cutting edge of the market like why are you so good/ I understand that but why cant we figure these things out ourselves ?

Tell me about the candidate then

You can figure these things out yourselves but it takes time it’s a bit like a builder doing all the contracting work they know how to do it but they don’t have the time same with your business unfortunately you only have enough time to learn as you go but if you use someone with specific industry knowhow then your getting great insights and great candidates aswell.

I am already happy with the recruiters we currently use/ I think we will stay with our current recruiters if it aint broke don’t fix it right/ What are some examples of you being on the cutting edge of the market like why are you so good/ We understand how sales people fit into our company perfectly I mean have you had a look at the requirements on our advertisement

Can you send me through some information on your company?

(Sorry I am not Interested/ Your better off just sending me through some info)

I have but the problem is how many people do you have that have met those requirments see the requirments are all there but its about selling those requirments as benefits to the potential employee its about letting them see how its going to benefit them how it’s going to challenge them and motivate them and we could certainly do that for you.

I am already happy with the recruiters we currently use/ I think we will stay with our current recruiters if it aint broke don’t fix it right/ What are some examples of you being on the cutting edge of the market like why are you so good/ Our Sales people today are a lot different to what they were 10 years ago so I know what you are talking about then why do I need your services

Tell me about the candidate

(yes go on)

They are I am sure I mean they have to be otherwise they wouldn’t lats but what you have to understand from a Technological perspective the generation that’s coming through at the moment even someone such as myself wouldn’t survive and I grew up with PC’s they can get by for now but in another 5 years time you may have to change a lot of your workforce we don’t . Think about the future and use us before you get your self in a very complex situation

I am already happy with the recruiters we currently use/ I think we will stay with our current recruiters if it aint broke don’t fix it right/ I find that comment a little insulting you don’t know anything about our business we have successfully been in this game for a long time so what gives you the right to start telling us what to do/ We are always looking for and finding good opportunities so what makes me think that you can offer us a good opportunity

Tell me about the candidate

(yes go on)

This is an opportunity that has been successful at what it does for the last 30 years its an opportunity because we have filled this role 5 times over so you know that we know what we are doing its an opportunity to be part of a big company and to do business with a big company and its about getting the best candidates for your business not just ones that you would settle for just to fill roles.