



InfusiveSolutions
Talent Driven, Service Focused

Infusive Solutions' Recruiter Evaluation Guide Preview

*A comprehensive guide to help job seekers
weed out the duds from the studs.*



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Introduction

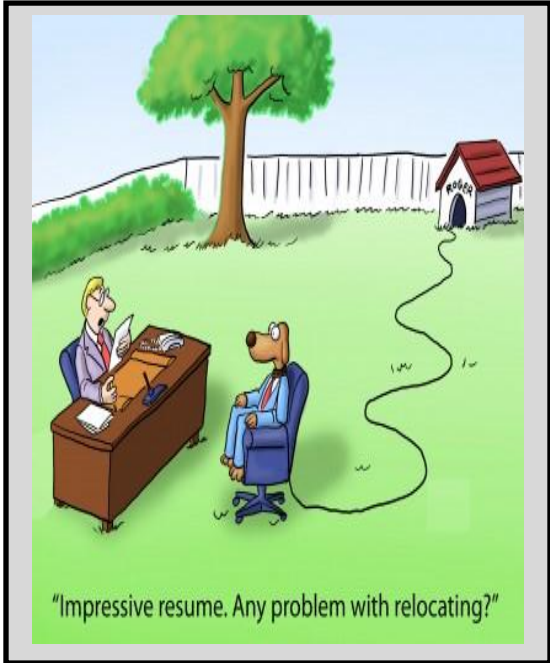
There's no denying that, by-and-large, recruiters of all shapes and sizes are among the body of professionals often perceived in a negative light by the general public. And as a representative of a technical staffing firm, I would be the first to say that I share many of the same pejorative connotations of the industry as anyone else.

However, it is important to remember that not all recruiters are created equal.

While some recruiters are indeed the stereotypical pushy salesman types, there are countless others who actually love helping job candidates grow and thrive.

Consequently, if candidates develop the tools to evaluate the utility of a particular recruiting agency that crosses their path, they can quickly decide whether the firm can actually help them effectively pursue their professional goals or are motivated entirely by self-interest.

So grab a notebook and learn some strategies for effectively grading the next recruiter who comes your way. →



Ask (the right) questions!

In order to begin the evaluation, it is first important to recognize that a major pain point with many recruiters is they sometimes set expectations unrealistically high and can't deliver on their promises.

But, candidates have to remember that by grilling recruiters with the right questions, they can better determine whether it is worthwhile to get excited about the job opening at hand.

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In other words, a naïve candidate will hear a recruiter’s pitch about a great new job with a superb work/life balance, immediately assume trust in this person and get their hopes up.

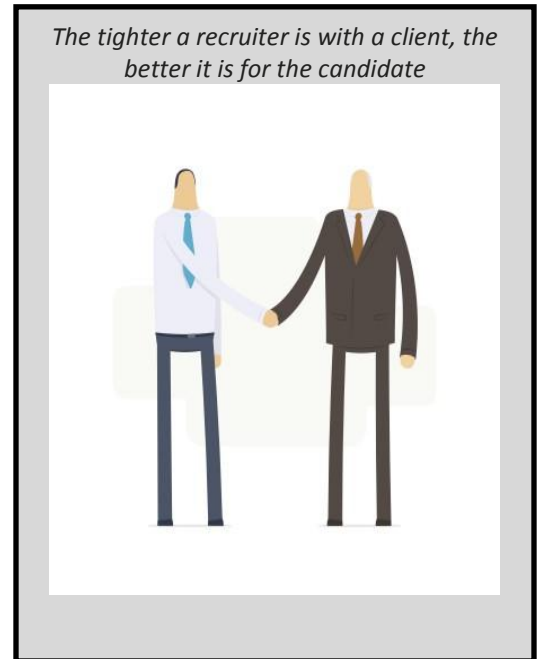
By contrast, the veteran candidate will have a series of questions to ask before assuming that the recruiter’s enthusiasm could actually translate into a placement.

With that in mind, consider asking these questions next time that ‘talent specialist’ blows up your phone.

1. What’s your relationship like with the hiring company? How long have you been working together?

Rationale: This is the recruiter’s big chance to build credibility. If recruiters can successfully describe a long and fruitful working relationship with the hiring organization being pitched, then they likely have the insight to help a candidate understand how to succeed in the interview and placement process.

They should also be able to shed light on many of the other questions listed next. →



2. What is the trajectory of their interview process?

Rationale: Everyone’s job search experience is different. Some people might be so fed up with their current employment situation (or lack thereof) that they’re ready to jump into a new career right away.

For these folks, working with a recruiter whose client has a fast interview process without too many convoluted steps or rounds would be most welcome.

Similarly, candidates with other offers on the table will likely favor a quick process as well since they could lose ...



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... those opportunities if they get tied up in a process with a lot of bureaucratic red tape.

By contrast, others might need a lot more time to decide a job change is the right choice if they aren't entirely dissatisfied where they are. Consequently, they probably wouldn't want to get into process with a firm looking to bring someone on board the following Monday.

The bottom line is that recruiters are in business to provide insight into such ambiguities in the hiring process, and therefore, the good ones will have already found out how a company brings on new hires and will be able to clearly relate this information to potential candidates.

3. Have you ever placed a candidate at this company? How many?

Rationale: Recruiters that have placed candidates at the firm in question possess a ton of valuable information. For example, human resources pros are much more involved in some processes than others and need to be recognized by candidates as the real gate keepers to employment instead of managers in some cases. →



This question also enables candidates to learn about the profile of past hires. If the last five people the recruiter placed at the firm were all straight-laced, conservative and polished, then candidates who fancy sneakers, cargo shorts and toilet humor likely shouldn't waste their time on that opportunity (even if the recruiter promises 'it's a perfect fit').

Thanks so much for checking out the preview of Infusive Solutions' Recruiter Evaluation Guide! [Check out the full version right here!](#)

