



## 10 Tips for Making the Most of Your Recruiter Relationship

1. Successful Recruiters have deep roots in their specialized professional arenas and know a vast network of professionals at hiring manager and candidate levels. It's very important to nurture your Recruiter relationship to make the most of their career connections at every step in your career.
2. Help Your Recruiter Help You. Be transparent about searches, interviews, counteroffer potentials, working with other recruiters, what you truly want and your rejection points. We spend our time working the opportunities and candidates who we think we can truly help, and we work to get you what you tell us you want.
3. Know what your goals are and how to communicate them. Recruiters want to ensure a career opportunity is as good for a candidate as the candidate is for the company. We strive to earn your business now and in the future!
4. Recruiters are the best resource to give you a great bird's eye view of market potential and career paths that may best align with your goals. You know paths with your current company, but every company is different. We help you make the most of your potential!
5. Stay in touch! Take the initiative to call your Recruiter to check-in and follow-up. I'm sure you've heard someone say "my recruiter ghosted me". Recruiters typically don't call you to tell you they don't have any new news. Recruiters call you when they have information worth calling about. Your initiative will help ensure you stay on top of that Recruiter's priority radar. Email or call your Recruiter once every 2 weeks to check-in if you haven't heard from them (I recommend not 1<sup>st</sup> thing in the morning on Mondays).
6. Your Recruiter is your advocate. Your Recruiter will remain your main point of contact if you are a temp or temp-to-hire employee or client. We are the liaison to ensure you succeed. If your Recruiter places you in a direct career hire opportunity, still stay in touch! We are rewarded most by seeing you excel and sharing in your successes!
7. Trust your Recruiter and be open to Coaching. Your Recruiter has the experience and wisdom to give you the best advice in your employment search. Take coaching on interviewing. Take coaching on resume advice. Take coaching on follow-ups. Take coaching and make the most of it.
8. Recruiters try to negotiate for you the best package possible, but we will provide realistic expectations. Experienced Recruiters know market rates better than anyone. We see the real opportunities and compensation packages out there by dozens of companies and what has actually been earned by hundreds of candidates. Usually Recruiters earn more commission by negotiating higher salaries for candidates too.
9. Follow through with Commitments. Recruiters have deep community relationships, bridges worth not burning. If you accept a job opportunity through a Recruiter, keep your commitment. If you accept another job or make a hire, let your Recruiter know. We need to ensure time is spent productively in the right direction with our work so we can best support our clients, candidates, and ultimately our families as this is our livelihood.
10. Leave a positive review online when you have a great experience. Our business thrives on public recommendations and referrals. There is no greater way to say "Thank You" than to publish a positive review or to send a referral.