

Employer In Office Interview

EIO



TheDynamicSale
A Learning & Development Company



AGENTHR RECRUITING GROUP

Why push for the EIO- Value Proposition for the Recruiter

- Having the Employer interview in office will **SIGNIFICANTLY** increase your placement ratio! (75-85% VS 10-20%)
 - More control
 - Ability to test candidate on the prep **RIGHT** before they interview
 - Guaranteed Immediate feedback from Candidate and Client
 - More thorough Briefs and Debriefs assured

More Benefits to YOU

- Ability to use debrief information from client to help with other candidate preps
- Ability to use debrief information from candidate to help with other candidate preps
- Ability to use candidate debriefs to prep client better
- Neutral environment psychologically better
- Greater sense of urgency for you to fill the seats with the best people
- Ability to introduce a “waiting” MPA
- Can set up in neutral location or hotel if you work from your home

Why push for the EIO- Value Proposition for the Client

- Statistically, there is a far greater likelihood that this position will get filled
- The office creates a distraction free environment where they can just focus on the interviews
 - Better focus=better screening
 - Significant time savings and ability for client to manage the rest of their week more effectively
- The neutral environment typically results in less nervous candidates, thus enabling the client to really screen for the right reasons, resulting in a better quality hiring choice.
- The immediate feedback that we are ensured to get from the candidates enable us to a) advise the client on refining the other interviews b) immediately address any concerns by either party, avoiding a possible bad match.
- Because our urgency/pressure increases, the client thus becomes the TOP priority for the whole office, resulting in better candidates.

More Client Benefits

- The ability to meet candidates one after another, allows for better recall and ability to compare and contrast much more effectively.
- By completing all interviews in a short period of time, the client reduces the chance of their losing their “pick” to another job offer.
- By completing all interviews in a short period of time, the client reduces the chance of an “A” candidate cancelling the interview due to another job offer.
- Offsite interviews reduce the chance of any internal candidates at client location finding out about a confidential search
- Offsite interviews allows candidates who are concerned with their privacy the ability to meet in a much smaller, remote location. Many currently employed “A” candidates wont interview for their fear of being caught.

They don't want to do it because.....

- They are too busy-
 - As we showed, this is a significant time saver and will allow for them to be more productive. We can also close the search out in a matter of days, as opposed to weeks
- There are multiple people in the hiring process and this isn't efficient
 - EIOS can be conducted using multiple hiring managers. Of course, it is a waste of time for all people to interview every person. If they are against bringing all in, then there is a huge benefit to having them select the one top candidate to bring back
- It is important for the candidate to see the office and understand the culture
 - It sure is.. And they will. This is just for the first step. The finalist should tour the office and get a feel for the people the culture. This wont interfere with that. In fact, will make it a special event just for the one they select.