

SEAL THE DEAL:

TURN THAT SUCCESSFUL INTERVIEW INTO A JOB OFFER



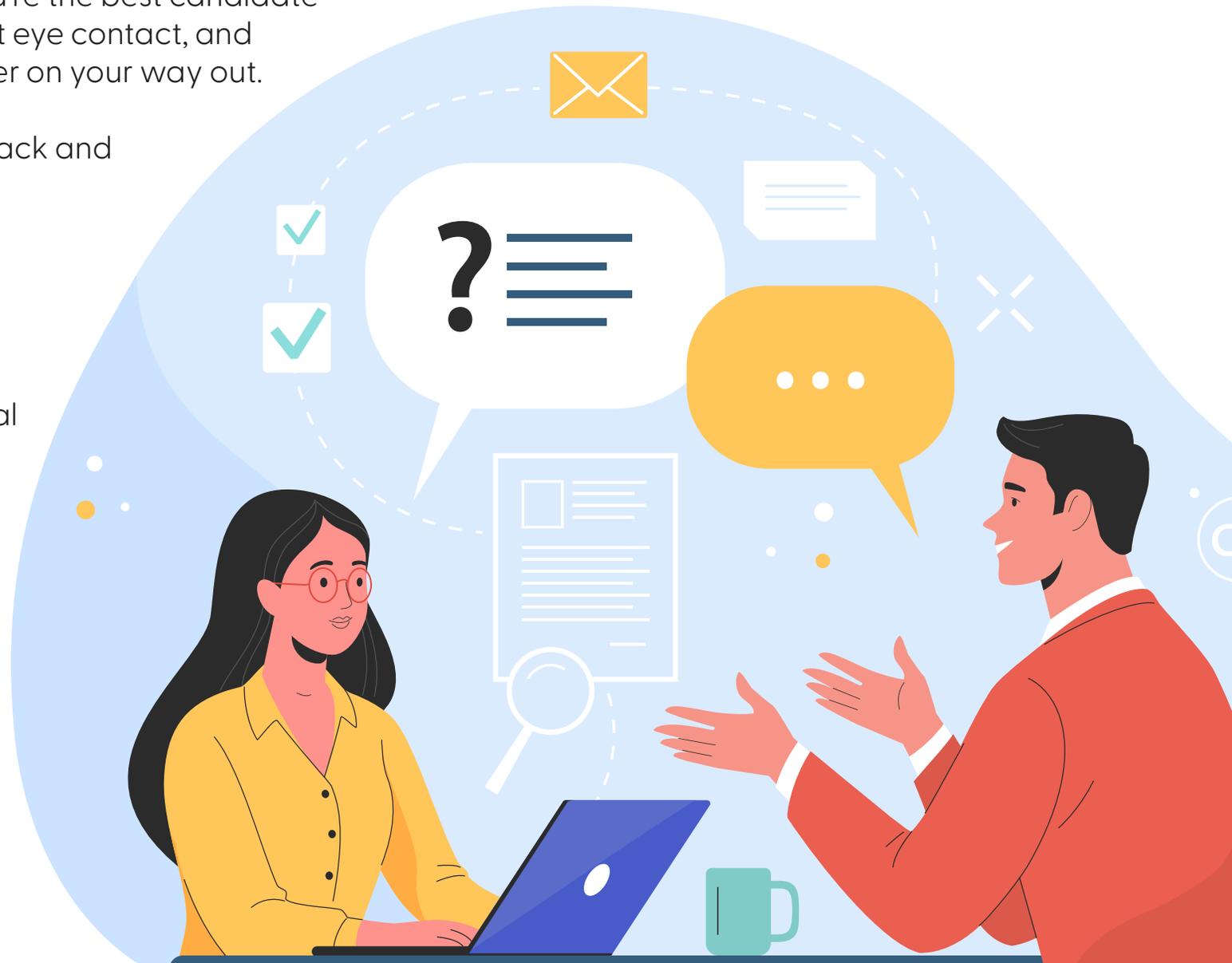
Your interview went really well.

You explained why you're the best candidate for the job, made great eye contact, and thanked the interviewer on your way out.

So now it's time to sit back and worry until you hear something, *right?*

WRONG.

Redefine the waiting game and seal the deal – with the help of a staffing recruiter:



Redefine the Waiting Game

When the interview is over, the wait begins. You sit at home, checking your phone, waiting for the interviewer to call you. Right?

Most people play the waiting game when the interview ends. In doing so, they miss a huge opportunity to turn that interview into a job offer.

When you take an active role after your interview:

- You keep yourself top of mind for an employer.
- You reduce your anxiety by taking control of factors you can influence after the interview.
- You leave a lasting impression on potential employers – even if they don't offer you the role.



Biggest Mistakes Job Seekers Make When the Interview Is Over

Here are the most common mistakes job seekers make when the interview ends:

- **Not following up** with a thank-you note to express your appreciation and interest in the role.
- **Being too pushy.** Send a thank-you, but don't pressure the interviewer to make a decision.
- **Being unprepared or too stubborn** in salary negotiations. Know your ranges and know where you stand.
- **Failing to address the interviewer's concerns.** Address anything the interviewer raised as a concern during the interview.
- **Leaving things unclear.** Get clarity about the role's requirements and expectations before you accept a job offer.



Companies Don't Hire Alone – Why Should You?

Even if you only meet one interviewer, that interviewer isn't hiring alone. Hiring managers consult with human resources teams, other managers, co-workers and supervisors, and staffing firms when they seek new talent.

If the company isn't "going it alone" through the hiring process, neither should you. Work with a staffing recruiter.

Your recruiter can:

- serve as your advocate during the hiring process;
- provide inside information on how to do your best during and after an interview;
- connect you to job opportunities and networking connections tailored to your career plans and needs; and
- maximize your chance of receiving a job offer – and sealing the deal.



Where should you start? Keep reading ->
As Soon as the Interview Ends

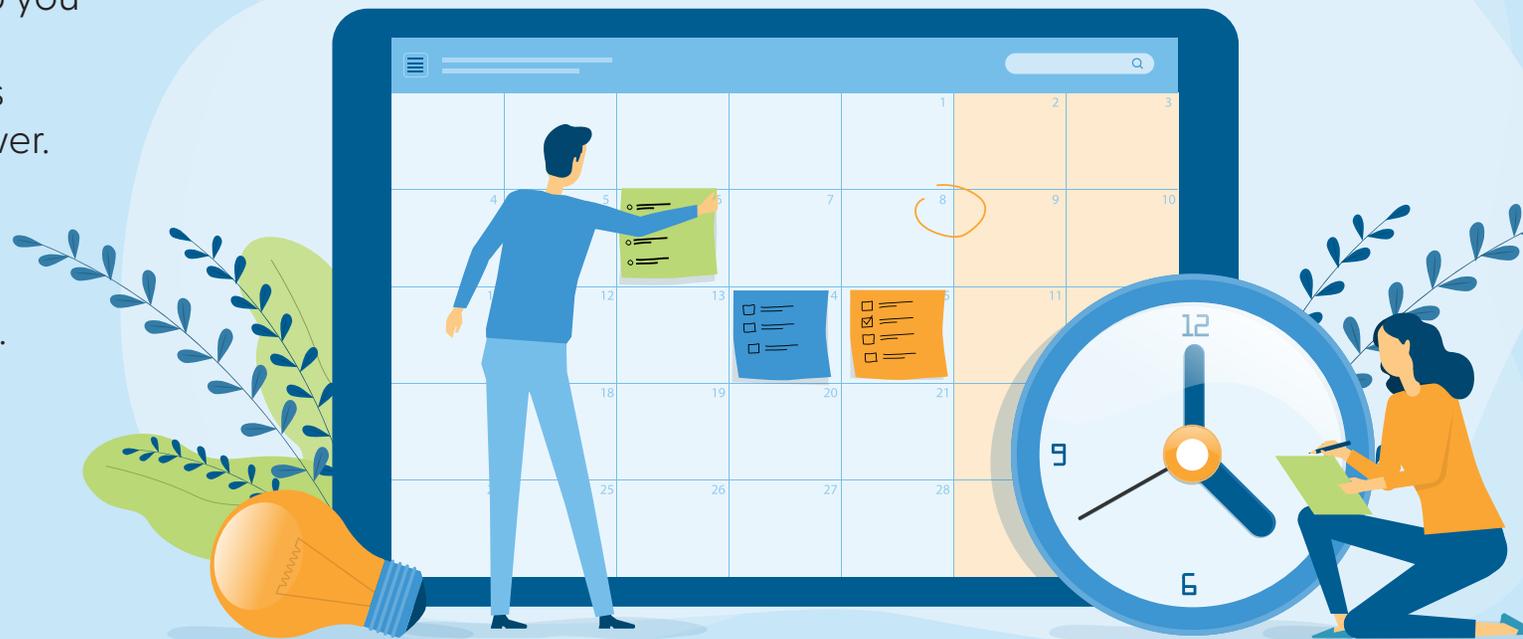
Pencil two tasks into your calendar to address as soon as the interview ends:

CONNECT WITH YOUR RECRUITER FOR A DEBRIEFING SESSION.

During this conversation, ask for advice on the next steps to take. Ask for the recruiter's perspective on any feedback they've received from the employer.

BRING UP ANY WEAKNESSES OR CONCERNS YOU HAVE.

Your recruiter can help you address any areas of weakness or concerns raised by the interviewer. If you feel you could have done better, your recruiter can provide insight as well.



The Art of the Thank You Note

Thank-you notes are underappreciated by job seekers – and greatly appreciated by interviewers, for whom a thank you can set a candidate apart.

To send the perfect thank you note:

- Confirm how the interviewer wants to be contacted and use this method.
- Compose your notes while the interview is still fresh in your mind – ideally, as soon as you get home.
- Briefly restate your case, taking the interviewer's perspective into consideration.
- Send a personalized thank you to everyone involved in your interview.



Staying Top-of-Mind

The interview may stand out in your mind -- but for the hiring manager, your interview may be one of many.

To help ensure the interviewer remembers you as an individual:

- Use LinkedIn or industry-specific networks to connect with the interviewer in a professional setting. Your recruiter can provide advice on how to communicate with specific interviewers.
- Engage with the company's content on social media.
- Talk to your staffing recruiter to strike the right balance between demonstrating your interest in the company and appearing overbearing.



Evaluating and Negotiating Offers

The wait has paid off – you’ve received a job offer! How do you interpret it?

Job offers can be tough to interpret without a deep understanding of an industry and role. Fortunately, your recruiter brings that knowledge to the table.

When you receive a job offer:

- **Establish your priorities.** Know what you’re willing to sacrifice and what is a must-have. For instance, you may be willing to take a slight pay cut if it means more flexible hours to meet family obligations.
- **Discuss it with your recruiter.** Talk about comparable salaries and benefits within both the company and the industry. Ask for the recruiter’s professional insight.
- **Ask how the recruiter can advocate for you** if the salary, benefits, or job responsibilities aren’t what you expected or the right fit.

NOT ALL JOB OFFERS WORK OUT.

If you must turn an offer down, ask your recruiter to help you do so gracefully. Your recruiter can help you turn down an offer while maintaining a good professional relationship with an employer.

Work With a Recruiter to Examine Job Offers

Having multiple job offers on the table feels like a blessing and a curse. You have options – but which is the best path to take?

Your recruiter can:

- Provide context about the value of each offer within the company, making it and within the industry as a whole.
- Help you determine how each offer affects your overall career planning and goals.
- Assist you in accepting one offer and turning down the others in a way that protects your professional reputation with each employer.



Seal the Deal

It's time to accept a job offer. Once again, your recruiter can help.

When you're ready to accept an offer:

- **Talk to your recruiter right away.** The employer may have specific preferences about how you accept the offer. For instance, some employers want to hear from you directly, while others may wish to communicate with the recruiter as well. Your recruiter will know exactly how you should say “Yes!”
- **Follow your recruiter's advice.** Your recruiter can help you communicate effectively. If you need to advocate for any changes in the offer, your recruiter can help you do so.



What's Next?

Can you go it alone? Of course. But a staffing partner can set you up for success before you enter the interview – and at every step after.

Recruiters help you connect with better job opportunities by:

- **Presenting jobs for which you're a great match.** Don't waste time guessing. With a recruiter, you interview for roles that offer a skill and culture fit.
- **Talking you up to their professional contacts, which include hiring managers.** By the time the hiring manager calls you for an interview, they're already excited about the prospect of a working relationship.

Connect with a recruiter and maintain a strong relationship to land the job you want and create a bright path for your career.

