

# Conversations Before the Final Round Interview

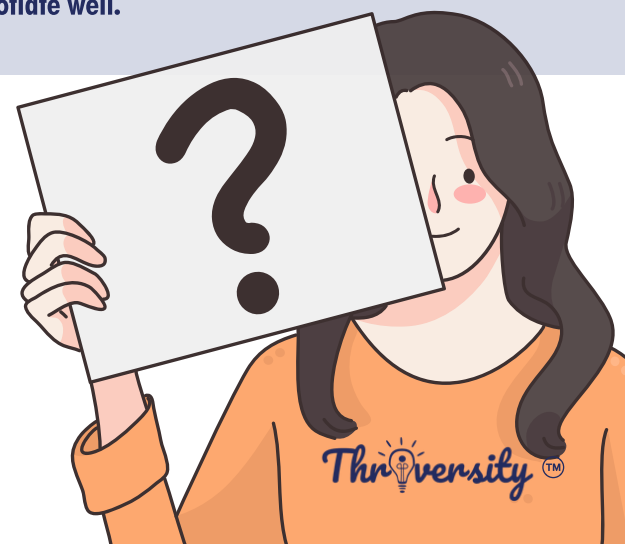
So, your candidate's on the home stretch, gearing up for the grand finale, the final round interview. From Day 1, you've been warming up your candidate for the finish line.

Think of this as adding a sprinkle of encouragement, a dash of calm, and a big dollop of "The company can't wait to meet you!" vibes. It is also your chance to get a sense of where your company ranks for your candidate.

## Check List of Questions to Ask

- Where are you in your interview process?
- What other final on-site do they have or plan to schedule?
- What are your favorite companies so far?
- Where would you rank (your client) compared to other companies?
- When are you planning on accepting an offer?
  - \* Always ask "what if" scenarios!
- When are you hoping to start?
  - \* This is when all the vacations and other start delays come up. A time when it makes it more real for them.
- Do you have everything you need for the final round?
  - \* You always want to make sure candidates are headed into their interviews prepared. Give them any last feedback that can help them.

**Make sure to go over salary expectations again. Lots of times this number will change, have their notes up. Remind them, you're on their side. If they interview well, you'll negotiate well.**



Wish them luck! Tell them to let you know how it goes. The main thing here is to be their sounding board and career advisor. It helps to get personal; it will make them comfortable doing the same. Always have a scenario for a point you want to get across.

**As a reminder, pre-closing throughout the process should always be done.**

Pump up your candidates throughout the interview process and remind them to have fun no matter if the interview is with us or not.

You need to gain their trust and the way to do that is to make sure they know you care. It doesn't matter where they go, you only care that they're happy and you're here to help.

You need to talk openly about their interviews. This goes back to when you get their trust. Ask them where they're interviewing. If you know anything about the companies, you can give your two cents. You should never be surprised when someone tells you where they are accepted. If it's a company you didn't know they were interviewing with, you didn't do your job as their trusted recruiter and career therapist.