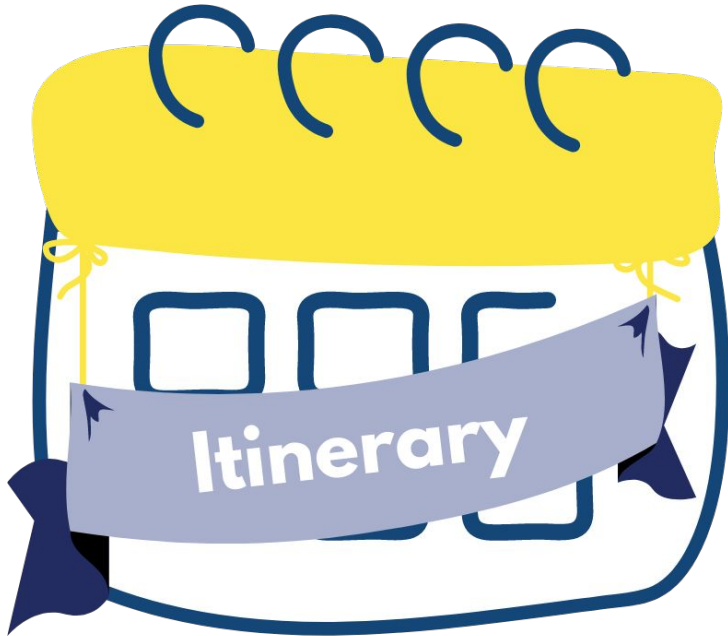


Conversation Before the Final Round Interview



This lesson will cover:



- ▶ **Pre-Closing**
- ▶ **Ask the Right Questions**
- ▶ **Final Interview Preparations**

Pre-Closing Process



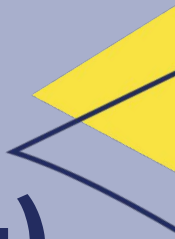
- ▶ This will guide some conversations to have with your candidate before their final “on-site” which is also known as the final face-to-face, or sometimes virtual closing.
- ▶ Make sure your client (company) and candidate (interviewee) are on the same page.
- ▶ Take this last opportunity to connect with them, calm them down, and encourage them to be super positive.

Tell them the company is really looking forward to meeting them.

This often puts your candidate at ease. Let's use Tinder in this situation, "Hey, Tinder is really interested and looking forward to meeting you!" That is a crucial statement that will ease any anxiety they might have.

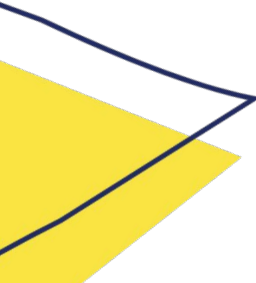
Ask again where they are in the process. Do they have any other on-site/virtual interviews set up?

Here, you want to ask again about any other on-site or virtual interviews or offers the candidate may be considering. This will ensure that when they receive an offer, there is nothing standing in the way of them accepting the offer.



Any favorite companies yet? Where would they rank (our client) compared to other companies?

You will use this information to make sure the candidate is serious about the client's interview. If the candidate has your client ranked at 4 or 5, you may be wasting your time and the company's.



When are they planning on accepting an offer?

If your candidate is truly serious about accepting an offer, their answer should be within a week or less. Companies are not likely going to extend offers for longer than a week. If the candidate is thinking they need more than a week, it may be best to postpone a final on-site or virtual interview.

Talk salary expectations again.

If the client is willing to offer your candidate, ensure their salary expectations are being met so they are ready to accept immediately. Again, this is a good indication of how serious the candidate is about a company, and ensures that the client's time is not being wasted.

When are they hoping to start?

Circle back to this for confirmation on how soon your candidate is available to start. Are there any upcoming vacations, holidays, family issues, or will work bonuses be affected?

Make sure they have everything they need for the on-site or virtual interview.

Do they need any additional resources or information about the company? If there is anything else they need, try to help them with it. This will be your last chance to help them make a great impression.

Wish them luck!

Lastly, wish them luck and to have fun! Give them a timeline for following up, and let them know you want to hear from them after the interview.

Conclusion



- ▶ Thriversity strives to give candidates that awesome experience they deserve.
- ▶ Good luck! Have fun with the final on-site and/or virtual interviews, and we will talk about the next steps in the final interview follow-up lesson which is next.

QUESTIONS?

