Episode 43 - Simple Hack to Save You Hours in Recruitment Transcript

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Welcome to another episode of The Lone Recruiter podcast. I'm your host, Brett Clements. And if you recruit on your own or just lacking general guidance or mentorship, you've come to the right place. Our episodes are designed to give you the motivation, the advice and strategies you need to become the very best name to join us.

00:00:17:07 - 00:00:38:00
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Grab a cup of coffee and let us take your desk to another level now. Today I want to find some extra time on your desk. And who out there is always doing like there's just not enough time in a day? Well, I would actually say there is enough time in a day. We're just burning time doing the wrong activity.

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So today's episode is a simple hack that would quite literally save you hours a week. And I don't know if this is a recruitment specific is probably sales specific, but I it took me, what, 15 years to work this out and I don't even know if it's just a my market specific thing or if it translates to your market and think you probably already have already know this logic or this hack.

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But when you actually think about it, it's kind of genius. I'm not genius. It's just genius. Okay, so it is as simple as structuring, structuring your calls around when works best for your market. We say out again, structure the calls you need to make today around what works best for your market, not what works best for you. And I think that's what we all in the trap of doing is we look at our calendar and we get, okay, I need to get X, Y, Z done today, you know, X being paperwork, Y being appointments and Z being calls.

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And we always put the calls to what suits our calendar. But I will argue there is a rhythm and a pulse to when your canvas to when do you want to speak to your market, when they're actually most available and when they're not. If you're not sure that's okay, you probably haven't thought about it. But if there's one way to look at it is point your phone right now.

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Have a look at all of the calls that have come in over the last 24 hours. When was the majority of those calls coming through? If it's gradually during the day, throughout the day, then maybe you don't have a rhythm to your market, but I can almost guarantee that

you do. So, for example, right, we all know I do engineering, and for whatever reason, the culture of engineering is ideal.

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I would always use to start my my telephone calls. I call on a morning call in the morning calling like no one picks up that always got meetings from like 8 a.m. to probably 1:00 and then if always got to lunch and then they come back in the afternoon and I would always forever. The when the penny dropped for me was when I would always be calling in the morning, I'd get through my calls.

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No one would pick up, like literally this morning. I was in the car this morning and broke my own rule and I started calling people and I called ten people and ten people did not pick up. I know they want to pick up my calls because they do eventually call me back. But the point is, no one in my industry picks up the phone in the morning.

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So what I've actually done is design my day. So I'm not making calls until after lunch. And I can tell you now I am powering through the amount of work that I can get done. So yeah, what I used to find was that I get all my calls after 3:00 between three and five is when everyone started calling back client mechanics.

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It was when they were at their desk and and they had a bit of bandwidth to be able to take calls. I know. Accounting, for example, I would work within the county market. Most recruiters can only get they can is on the phone before 830 when the hour lunch break and after 5:00 and in the evenings because accounting firms are in, I don't know, for whatever reason, they're very strict with their calls.

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They're they're very billable. I see it with our ADR office here, but he's got a very strict No, I didn't book meetings with him in before. Before work. Yeah. Lunchtimes and after work because that's when he has to make his calls. So I would argue you've probably got a similar rhythm within your market, whatever that might be. Be conscious about it.

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Start designing your day of of when you're going to attack calls around what's going to work best for your clients and your candidates and just watch how much time you say like how much time do you lose prepping for a call, making the call, not getting them. Then when they call you back, they call them on time and you're not ready.

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You on another call and you play phone tag and it's opinions and is actually I don't know about wasting your hours a week, actually literally hours a week. And by by being very conscious around when works your market to make those calls, you're going to be saving yourself a hell of a lot of time. You're going to feel way more efficient.

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And yeah, trusting that you're going to find a couple of hours a week just by by by applying that simple hacks. I hope that helps somebody give me a good old like and a thumbs up or a comb if it does, because I'm really curious to know if it's just me that recognizes or might like to the body.

00:05:02:11 - 00:05:15:06
Unknown
Maybe I'm not a genius. Maybe you guys already do that intuitively, but I'd love to know because I think it's a good one. And if you're young and you haven't thought of it, you're welcome. This will change your life. Have an amazing day.

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Going kick some goals. And as always, may all your ideas come true.

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Thank you. Thank you. Thank you.

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