

Episode 19 - Are you Having a Bad Day or a Bad Moment? Transcript

Welcome to another episode of The Lone Recruiter podcast. I'm your host, Brett Clemenson and if you're a recruiter out on your own or just lacking general guidance or mentorship, then you've come to the right place.

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Our short, sharp to the point episodes are designed to give you the motivation, the advice and the strategies you need to become the very best Lone Recruiter. So join us, grab a cup of coffee and let's take your desk to another level. Now, today is Monday, so I want to motivate you. Let's get off our butts and let's get into gear because we've got a whole week ahead of us and there's nothing more exciting than that.

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I know I'm lame, but hey, we're here. Let's do it. I want to start by asking you this. Think of a time you've had a bad day, right? When was the last time you had a bad day? And I want to ask you this. Was it a bad day or was it a bad moment that lasted a day? Let me ask you that again.

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Did you have a bad day or was it just a five minute period of pain that stretched out over an entire day? Because when I heard that, I just went, that is fantastic. You know, I think a lot of people do that. And it's really important to know when that's occurring. And that's easier said than done. Right? I think when you're in those pits of of wallowing, you've lost a deal or someone's not accepted something that you wanted them to take or something hasn't gone your way.

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Something pissed you off, right? It's sometimes hard to pull yourself out of that. Now, I think there's a, there's some training, some habits that you can build in around that to just get on with it and get and get on with, get out of that despair and move on. But not everyone can do it. And I wanted to give you a very practical tool that helps me and I've seen it help multiple people. How to identify and to and to get out of that mindset so that you can move on and actually not have a bad day, but just contain a bad moment.

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Right. And I love sports. I think there's so much we can take from sport. These are elite people who choose to do sport. I love the idea that we can be elite in any field we choose, whether it's sciences, engineering, recruitment, business, medicine, I don't know whatever you want to call it. Being the canteen person, being a mum, like you can be elite at anything.

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It's just that we get paid a lot of money to be an elite sportsperson. Therefore we don't have a lot of choice and there's a lot of systems around it. We don't have that luxury a lot of the time. But I think the world is kind of shifting into that direction. So I want to give you some tools.

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I love a sports analogy, and basketball was my game of choice growing up, and it is done in quarters. You've got first quarter, second quarter, third quarter, fourth quarter. And if you want to put some containment around a bad moment to make sure it's not a bad day. Think of your day in quarters, right? You've got 6 to 9, 9 to 12, 12 to 3 and 3 till 6.

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That's that's a 12 hour period. And you're not going to work that entire 12 hours. But think of your day in quarters. If you have a bad morning at 8:30 in the morning, you have a bad moment. I don't know. You get that dreaded call or email overnight that the candidate's no longer taking the job or they've spoken to their partner or whatever, and that pisses you off, right?

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We now know if you've got that anchor of, well this is quarter one, then we can hopefully wrap it up and leave it in quarter one and then we know well, let's let's just move on the quarter two. You can lose a quarter in a game and still win. You can lose two, you can lose three quarters out of four in a game of sport and still win the game because you're breaking it up into quarters and you just tackle each quarter as they come and you try and win that battle.

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And I do not think that work or recruitment is any different and motivation certainly is no different. And so I really love this idea that if a letdown is a momentary thing or disappointment or bad day is a five minute period, don't stretch it out over a day. And if working your day into quarters is going to be a nice framework for you to put this into, I think it's fantastic.

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Try it this week, get a piece of paper for Monday, put your quarters down. Just do two lines, so it's like boxes and do your to do list into all four quadrants. The moment you get ticked off into one of those quadrants, write it down, like yep lost the deal but then what are you going to do between quarter one and quarter two?

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Go and get your oranges, go and have some water, go for a walk, reset. Come back for quarter two. Let's start again. Trust me, it's a fantastic tool. I've seen it used very successfully with a lot of people and I want you to give it a go. So that's the motivation for today. I want you to have a cracking week and a cracking day.

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And let's let's start that off now. All right? Get a piece of paper. Let's get your week. Let's get your week running order intact. So I want to start with what are your, so first one is, we've got seven things. First one is, what are the three outcomes that you want this week? If you could only pick three outcomes. Not tasks, not things you want to get done, but outcomes you want to achieve, things that are actually moving the needle forward.

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Okay. For example, I want to place two people. I want to get this strategic impairment done. I need to reach out to whatever whatever is important to you that keeps that might not be necessarily desk activities, it might be desk activities, might be outcomes, but what outcomes? What three outcomes do you want to achieve this week? And I want you to make sure you do em, make sure every day in one of your quarters you're putting this activity and your focusing on this activity.

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Quarter one for every day of this week. Those three activities are the first things you look at. Alright, second thing, what do you need to protect? What deals have you made? What placements have you done? What's booked that you just need to quickly look at and go make sure that's still there. We know what recruitment is like, things can drop off at the drop of a hat.

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So let's go and protect what we've what we've built and put in place. What do you need to protect? Any paperwork you need to get back? Any references need to be done? Any start dates need to be confirmed? Any signatures required? What do you need to protect these deals done? Let's protect them. Do you need to invoice anyone?

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Three. What's closest to the money? What have you got on the go right now that is closest to the money? The top of your pyramid. Which one's that pending? Which one is at offer stage? Which one's at final interview? Which one needs prep? Which one needs love? Which one needs care? Which one needs conversation? Which candidates need you today to make sure that you make a placement?

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Which client needs you today? To make sure that you need that you get that placement done? What advice do you need to give both sides of that deal? Okay. Do you support it with anything? Do you need to go and get a reference? Do you need to go and find backed up candidates? Do you need to give the client the mapping of what you did for that market?

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Hey, we went through a thousand people, got it down to 200, brought you eight, interviewed down to five, we're at now final two. Remind them of the process so that they can make a quick decision. Do you need to remind them that you want to get not just a decision but a back up candidate in case your first candidate doesn't accept it?

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That's a good one. Four, what interviews do you need to book? First interviews, second interviews. Which interviews do you need to book right now or this week? Put into play, get a time, you know those clients who said, yeah, yeah, we want to meet, we want to meet. Nail them down. Get the times. If they say, aw next week. It's no, no, no, no. Tomorrow, when tomorrow can you make? Let's do it tomorrow. Always bring that time forward, right? Always be closing. Five -

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Are there any deals that you've got at the moment that need objective review. Do you need to go to your manager and say, Hey, look at all the stuff I've got on the go, It's great, but can we walk through them all? Can you poke holes in it, please? Tell me where this is going wrong? What I haven't done, what I've missed?

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Or maybe you've maybe you've got a deal that you know is stuck. Let's go and talk to a mentor. Let's go and talk to a boss. Let's talk to a peer. Let's talk to an ex-colleague. Come and talk to us. What deals are stuck that you really need help with? That that you know should be a placement.

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But both sides are seeing it from the wrong angles or there's a conversation that happened that doesn't sit right with you. You know it's not right. Don't ignore it. Work it out. Let's let's try and smooth it out. Number six - generation. Do you need to generate jobs? Do you need to generate candidates? Probably both.

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You should always be, always be generating, even if you've got the busiest, you know, closing week of your life, still generate still get one or two things done so that next week, you're not back to zero, you always you always want to be looking at your momentum.

Are you gaining momentum or are you losing momentum? If you're always generating, you're always gaining. So keep on generating.

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What do you want to generate this week? Do you have a nice list of roles? What's the best one? What's the closest to the money? Which one can you punch out a couple of projects for this week? One or two projects. Last one. What can you focus on today? Again, let's break your days up into quarters.

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Let's look at those top three outcomes that you want this week, they have to be the first things you look at every day. And then after that, all those other bits that we've just gone through. But what do you want to focus on today? And then what do you need to plan for for tomorrow? That's it. That's all we have time for today.

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It's been a quick one. It's been a lovely one. It's under 10 minutes so that's it, if you got any value out of today's episode please subscribe, follow us, connect with us on LinkedIn. Join the mailing list. It really does help us grow. We really want to share the love. Have an amazing day and as always, may all your deals come true.