



AVOIDING BAD RECRUITERS

Recruiters Exposed

Being a recruiter can be an amazing job... You can help people make life-changing career moves!

But with great power, comes great responsibility, and unfortunately a lot of operators within the recruitment industry are focused on making quick commission, and are happy to trample over the careers of candidates to get it!

This is so prevalent that recruiters were recently voted the 8th least trusted profession in the UK! Not a great situation for those that rely on them for supporting them in their job search!

So, to help people avoid falling foul of unscrupulous recruiters, keep their careers on track, and to get the support they need to find roles that will maximise their potential, this eBook aims to:

- Ensure you're fully aware of the damage that bad recruiters can have on your career progression, and;
- Teach you how to spot the bad recruiters so you can give them a wide berth!



Bad Recruiters Rarely Provide Feedback

If you don't know what you're doing wrong, how can you expect to improve? This is the crux of the problem if you end up using bad recruiters to help you find your next job!

The reason for this is because agencies who view you simply as an opportunity to make a fee, will ditch you as soon as you're out of the running for a job.

The issue this creates though, is that if you're getting ghosted every time you fall short, how are you going to make the adjustments necessary to be successful next time?



Over three quarters of the people we surveyed said that after an interview process had finished, they got feedback from recruiters less than 25% of the time.

How often do you get feedback from recruiters after a process has ended?



Unfortunately, you're not alone! Even though 94% of job seekers have said that they want to receive interview feedback, only 41% ever get it!

That's more than half of the people who interview for jobs being left disappointed and having their careers impeded by selfish recruiters!

If candidates stop putting up with poor communication from recruiters, they won't make any commission because they'll have no candidates to introduce to clients in the first place.

Only then will this drive change in the recruitment industry!

Bad Recruiters are your First Taste of a Hiring Organisation

Ever applied for a job, but the interview was a waste of time because the employer doesn't align with your expectations?

Even worse, have you ever joined a business and found out after the gloss of the interview process has worn off, that they don't hold the standards that they claimed to have?

If this is the case, there's a big red flag that can warn you about these types of businesses. This can stop you wasting any more of your time, and it's easy to spot.



Businesses who use bad recruiters care less about the people they employ than those who use good recruiters!

Do Premier League football clubs send the kit-man to scout for a new striker? Do record companies send the receptionist to find them their next major recording artist?

There's a reason for this and that's because if a business is using sub-standard recruiters to source candidates, what do you think that says about their approach to investing in talent?

More than 8 out of 10 people we surveyed said that a negative experience with recruiters left them either thinking that the business they were representing was 'bad' or that the experience didn't 'bode well'.

How does your experience with a recruiter influence your perception of the hiring organisation that they represent?

Bad recruiters, bad business	43%
It doesn't bode well	38%
Slightly off-putting	13%
Makes no difference	6%

Bad Recruiters Will Send Your CV All Over the Place

Did you know that the over-sharing of your CV with multiple bad recruiters can impede your chances of getting interviews?

“Surely having my CV with more recruiters means it will be sent out to more businesses which means I’ll be introduced for more opportunities?”

Although you may feel that it improves your chances of getting interviews, being put forward doesn’t mean you’ll get one, and if you’re CV is with lots of agencies there’s a good chance you’ll be getting sent for the same opportunity time and time again!



Over half the people we surveyed had become aware that their CV had been sent for a job vacancy without their permission.

Have you ever found out that your CV has been sent for a job vacancy without your permission?

Yes 51%

No 49%

Agencies that fire your CV into the market like confetti on a wedding day are simply trying to earn easy fees, but there are serious implications to having your CV being sent to the same business by multiple agencies.

And that is because being at the centre of a recruitment bun-fight is enough to scare off even the most committed hiring organisations!

If you ensure that you only share your CV with good recruiters who correctly represent you, you’ll have a far better chance of securing an interview!

Bad Recruiters Will Only Communicate Your Top-line Information

Candidates who don't stop engaging with bad recruiters will risk missing out on some amazing opportunities!

"But how can you miss out on opportunities just by talking to bad recruiters?"

Matching people with businesses is a complex task. It takes a deep understanding of the opportunities, challenges and cultures of a business, and the skills, experience, attitudes and behaviours of candidates, and then communicating these to the opposing parties to generate the interest that makes both sides want to explore each other more.

Nearly 4 out of 10 people we surveyed said they needed to know 'warts & all' about a job opportunity before they invested their time applying for a role.

How much detail do you need about a job opportunity if you're going to invest your time applying?



This is a lot of work for cheap recruiters who are looking for quick fees that can be made from low hanging fruit.

They deal with top-line information because it takes a lot less time and considerably less skill. So, not only could you be disregarding roles that could actually provide an amazing opportunity, but you might also be getting overlooked for them because a recruiter hasn't sold your strengths!

Bad Recruiters Could Price You Out of the Market

Have you ever seen a job opportunity that you don't quite have all of the skills and experience for, but you know that given a chance you could really develop what's needed?

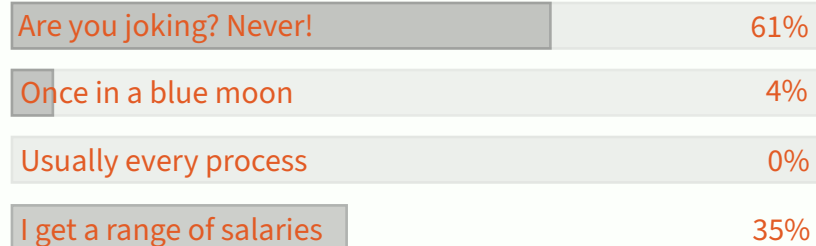
How about seeing a salary range and realising that you're at the lower end, but are excited that there's plenty of headroom for growth?

The danger of engaging with bad recruiters is that they can often price you out the market by trying to inflate their fees!



6 out of 10 hiring managers only ever get candidates introduced at the top of their budget.

When using recruiters, how often do you get candidates introduced who are under the salary budget?



Unless you want to apply for jobs where you're at the top of the salary bracket, be wary of applying for roles through bad recruiters because there's a good chance they'll push your salary expectations to the top of the bracket meaning that you'll demonstrate far less value for money than some of the candidates you're up against.

Whereas, if you use a good recruiter, they'll consult with you on where you should be pitching yourself at to give you every opportunity to demonstrate your worth!

Bad Recruiters Will Reduce Your Career to Bullet Points on a CV

Do you think you could compress all of your skills, experience, achievements and success into a couple of pages of bullet points and still communicate what a great candidate you are for your dream job?

This may be what CVs are designed to try and accomplish, but you would have a far better chance at communicating this information if you had a decent representative who could fight your corner and pitch your strengths.

Nearly 3 quarters of people we surveyed said that it would take a minimum of 15 minutes discussing their experience to be able to demonstrate their suitability for a job role.

How long do you think you would need to demonstrate to someone that you're a strong candidate for their job opportunity?

They can just read my CV	8%
5 mins to tell them why I'm good	19%
15 mins to discuss my experience	45%
30 mins as a bare minimum	28%



The difference between a bad recruiter and a good recruiter is that the bad ones will simply forward your CV on to businesses who are hiring, whereas a good recruiter will communicate all of the other stuff that makes you great!

“But how do you spot the difference between both types of recruiter?”

Recognising which type of recruiter you're dealing with simply comes down to how much detail they managed to glean when they interviewed you.

Because if they didn't ask, they don't know it, so they can't tell it to prospective employers!

Bad Recruiters Perpetuate the Problems of D&I

Is Diversity & Inclusion high on your agenda? Do you want to join a business where they place D&I at the heart of their people-strategy?

Then if you want insight into how seriously a business takes this issue, check out what type of recruiters they utilise because if they're using bad recruiters, they're simply perpetuating problems that exist across society.



7 out of 10 people we surveyed said that recruiters play an essential role in combating unconscious bias.

Talent strategies can make or break diverse teams. How crucial is the role recruiters play in combating unconscious bias?



The reason for this, is because low quality recruiters are simply concerned with following the path of least resistance to maximise their margins. However, it is the path of least resistance that has led to systemic imbalances in workforces across the globe.

Tackling this issue requires a structured approach to combat unconscious bias, not introducing as many candidates as possible to see if any of them stick.

And if a business can't see the issue with this approach, you've got to question how this filters through the rest of their approach to talent!

Conclusion

You might feel like you want to avoid recruiters at all costs after reading this eBook, but the reality is recruiters can play a huge role in your career progression, and therefore it's not an industry you want to 'opt out' of.

By unveiling the pervasive pitfalls of engaging with unethical recruiters, you'll feel more equipped in spotting the recruiters who are using you for a quick fee, and more importantly, spotting the trusted agencies who have a genuine interest in building a relationship with you to support you through your whole career.

Recruiters are essentially an extension of the organisation they represent for the period of time they are working with them on their recruitment processes. That in mind, if you have a good impression of the recruiter, it stands to reason the hiring organisation they are putting you forward for should also meet your expectations. This emphasises the importance of aligning with reputable agents who prioritise candidate well-being and their career progression.

The knowledge gained from reading this eBook should motivate you to scrutinize the recruitment practices of potential employers, so by shedding light on these issues, you will be empowered to make informed decisions about your career path whilst steering clear of recruiters who prioritise profit over people.

Like any tool you could utilise to progress your career, you might need to browse the range before committing to handing yourself over to the first one. Learning how to ensure a recruiter aligns with your own aspirations and values will pay dividends, and you will then be able to navigate the complex terrain of job seeking with confidence.

