

Give me a C, Give me an O, Give me an M...



Give me a Commitment

The secret to getting a commitment: Let your hiring manager make the decision. When you tell them when you need them to get back to you in such and such a timeframe, they may say OK, but that's not a commitment.

The secret to success with this: Don't say anything until they answer your question—no options, no explanations (unless they ask), no filling in the silence while they think, etc. It will be tempting to jump in, but resist.

Getting an Initial Commitment

Ask the hiring manager when they think they will be able to get back to you with their feedback on (resumes, candidate interviews, decision re hiring, etc.)
Don't talk about needing to move quickly, losing candidates, etc. They get it even though they may not act as though they do.



Now the hard part:
Don't say anything else until they answer you.
Let them make a decision because that's how you get a commitment.
Lather, Rinse, Repeat

How to handle a Missed Commitment

"When we talked you thought it would work for you to get back to me in X (days, hours, etc). That doesn't seem to work for you. What would be better for you?"
Be sure not to sound snarky or PO'd when you ask (even though I would understand if you feel that way!)



Now the hard part:
Don't say anything else until they answer you.
Let them make a decision because that's how you get a commitment.
Lather, Rinse, Repeat



When the HM wants to take a long time to get back to you, you get to takeA Soft Pause

You say:

"If that timeframe works for you, no problem. I'll just go on a soft pause until you have a chance to get me the feedback that lets me know what the next steps should be.

Of course, if someone great shows up, I'll certainly bring them to you, but in the meantime, I'll just go on soft pause."

To learn more techniques with immediate impact, and for info on webinars, corporate training and/or personal coaching, please visit:

<http://TamingTheWildHiringManager.com>

or call Katherine at 832.464.4447