

BUILD TRUST, INFLUENCE OUTCOMES, AND REDUCE SURPRISES

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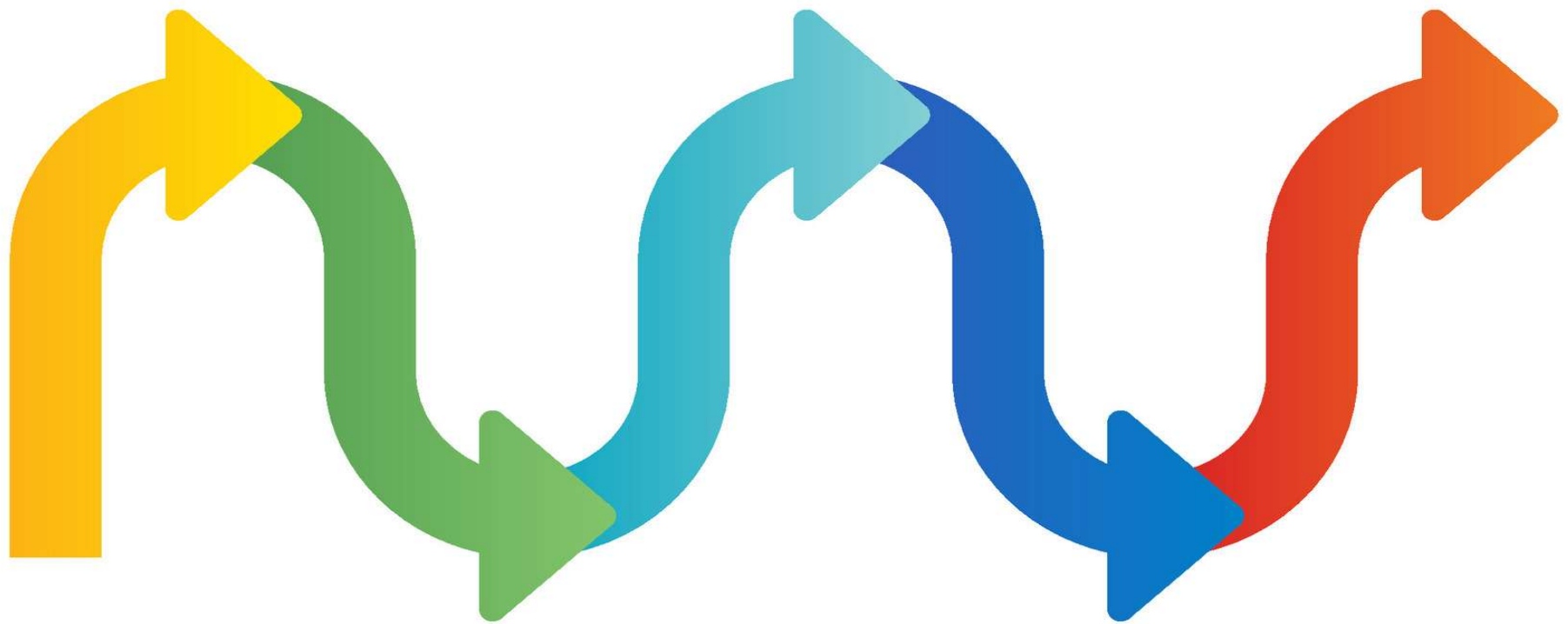
THE PITFALLS OF CONTROL

Many recruiters believe they need to “control” candidates and hiring authorities to keep deals moving - pushing for decisions, chasing responses, and applying pressure when momentum slows.



BENEFITS OF PROCESS CONTROL

Controlling the process means creating structure, clarity, and confidence from the very first conversation.



But when the process is controlled with clear steps, timelines, and decision points, alignment replaces resistance. Influence replaces pressure, and progress becomes easier and more predictable.

TRUST-BASED
RAPPORT THAT
ACCELERATES
RESULTS





DIRECTNESS BUILDS TRUST

Trust-based recruiting isn't about being "nice" or avoiding tough conversations. In fact, top producers are often the most direct people in the process.

One of the fastest ways to lose trust is inconsistency, saying one thing and doing another, overpromising, or reacting emotionally when someone hesitates.





Top producers also understand that trust directly impacts time-to-fill.

CREDIBILITY IS BUILT IN SMALL MOMENTS:

Following through on commitments

Being honest about market realities

Not presenting candidates just to look busy

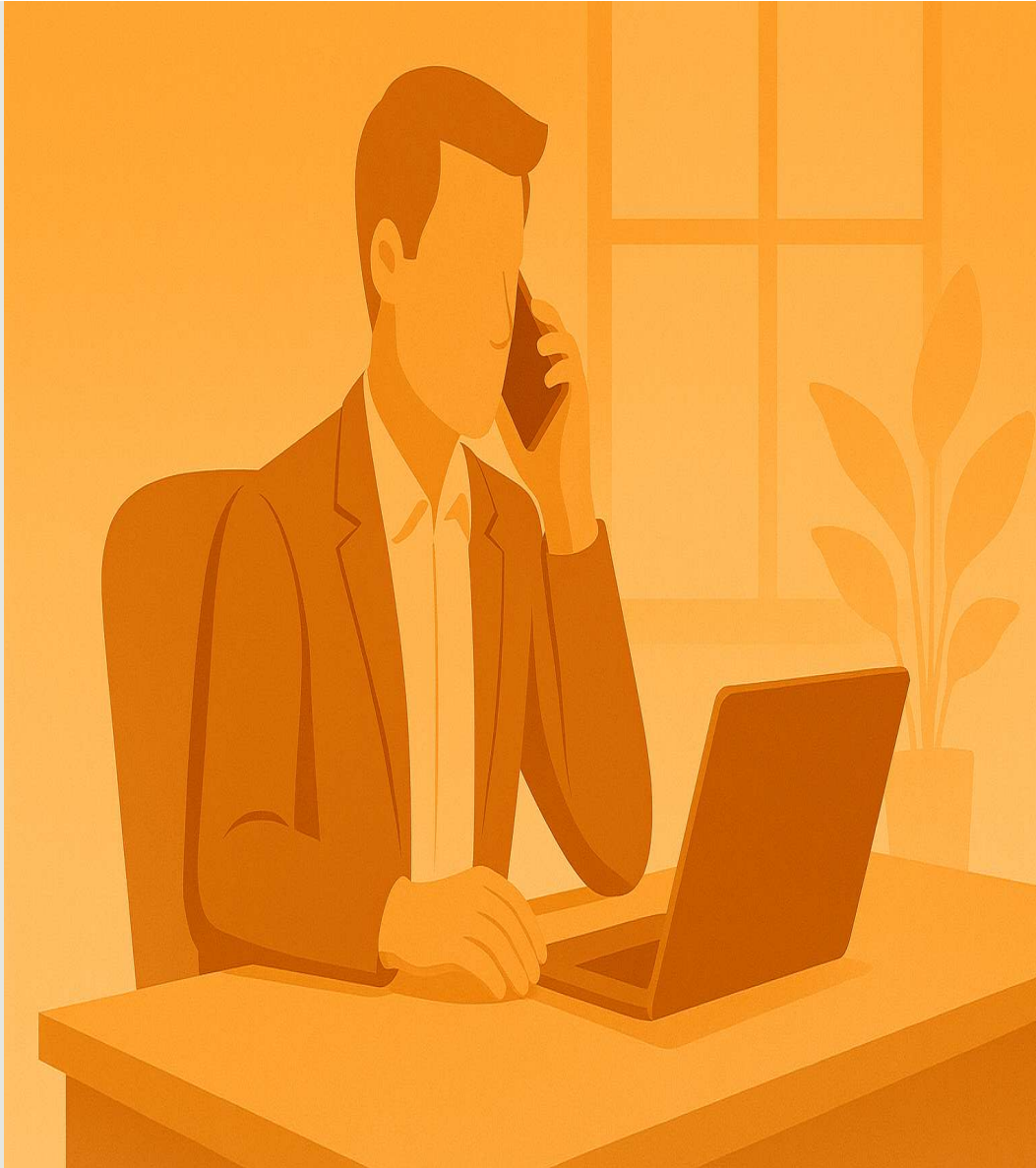
Not overselling roles to close a deal.

EXPECTATION-SETTING CONVERSATIONS THAT PREVENT GHOSTING AND STALLS





Top producers proactively set expectations with both candidates and hiring authorities before the search even begins and present them in writing.



With Candidates

Top producers ask direct questions such as, “If another opportunity moves faster, how will you handle that?” or “What would cause you to pause or step out of this process?”



With Hiring Authorities

Top producers don't assume alignment they confirm it. They understand that most delays aren't caused by bad intentions, but by unspoken assumptions.

LEADING THE PROCESS
WHEN OTHERS HESITATE
OR DELAY



One of the most valuable skills a recruiter can develop is knowing how to lead the process when others become non-committal.



ASK CLARIFYING
QUESTIONS
RECONNECT THE
CANDIDATE TO
WHAT THEY SAID
MATTERED MOST

Growth

Stability

Compensation

Flexibility

Career progression.



When hiring authorities delay, top producers respectfully reference project timelines, team impact, and previously discussed priorities.

A SIMPLE,
CONSISTENT
PROCESS THAT
KEEPS DEALS
MOVING



Top producers don't reinvent
the wheel with every search.



Consistency is reassuring.
Candidates and hiring
authorities feel more confident
when they know where they
are in the process and what
comes next.



Ultimately, controlling the
process is about leadership.



Top producers don't work harder, they work smarter. They invest time upfront to build trust, set expectations, and align outcomes.





QUESTIONS?

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