THE HIRING MANAGER'S UNDERLYING CONCERNS GENERATOR

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Every hiring manager has fears before they hire someone. "What if this person doesn't follow through? What if I hire this person and they're actually not good at x or y, or they don't do what they say they're going to do? What if they don't meet deadlines or don't pull their weight?"

You can figure out for sure what the underlying concerns are by talking to people in the industry. The best questions to figure out a hiring manager's greatest fears are:

Top hiring manager concerns about candidates:

- Not arriving on time, not being a reliable person
- Being flakey, not doing what you say you'll do
- Not paying attention to deadlines
- Having new excuses every day for why you couldn't get something done
- Not taking initiative, waiting for someone to tell you what to do all the time
- Not asking questions when you need to
- Not being honest
- Not meeting deadlines
- The candidate may want to leave as soon as they find something better
- The candidate may be challenging to work with
- The candidate may just be interested in moving up the ladder and may leave if they get a chance to do that elsewhere (lack of loyalty)

You can address each concern with a well-told story - stay tuned for the storytelling module (4) for more on how to do this effectively.

Jot down in the notes section below what you think some of your specific hiring manager concerns might be:

Brainstorm 3 stories which may put the hiring manager's mind at ease about his/her concerns: