

# HIRING? OUTSOURCE IT!

## What Can You Expect?

### Initial Consultation

- In depth fact finder to discuss current team dynamics & structure
- Administer team assessments to identify needs based on strengths
- Create an ad posting that reflects an ideal candidate profile for the open position
- Guidance on where to post and how to attract quality candidates
- Guidance on gathering and scrutinizing resumes

### Vetting Individual Candidates

- Analyze resume to confirm viability of candidate
- Google, LinkedIn & Facebook search to confirm quality of candidate or identify red flags
- In depth 60-minute phone interview with candidate
- Check three professional references and administer assessment
- Send you assessment results, feedback and recommendations on candidates

“Denise Davis takes the headache out of sourcing, selecting, and training staff for Northwestern Mutual financial advisors. She has a rigorous, step-by-step process that greatly increases the odds of finding an excellent staff person.”

**Pete Greider, M.Ed.**

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