

# What Hiring Managers Want:

Peek Into Conversations  
Recruiters Have With  
Decision Makers So You  
Can Stand Out In  
Interviews

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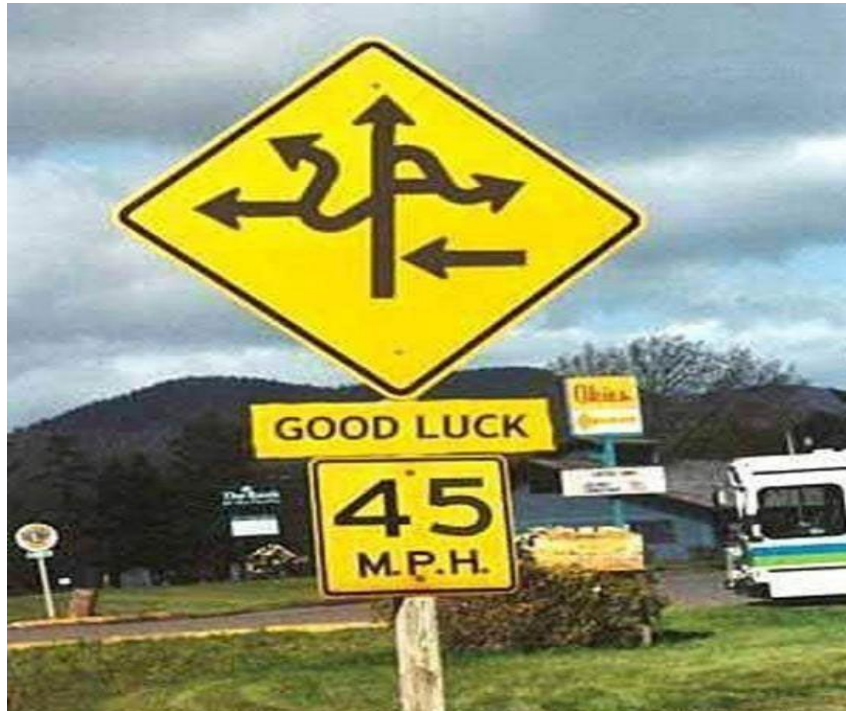
# What Hiring Managers Want:

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TYPICAL JOB SEARCH



STRATEGY TO ACHIEVE  
TARGET



## We'll Cover -

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- ❖ Mindset and Stage Setting
- ❖ Kick-Off/Intake Meetings With Hiring Managers (Hiring Managers)
  - ❖ Hard Skills – Criteria
  - ❖ Soft Skills
  - ❖ Culture for Company, Culture, Team, Manager fit
- ❖ What Recruiters Know Hiring Managers Want – We don't Need HM To Say
- ❖ Examples and Application To YOU
- ❖ Questions?

# How Hiring Managers Think – Ground Rules

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All Hiring Managers Are Not Alike

All Recruiters Are Not Alike – (How I work)

All Job Seekers Are Not Alike

# FOCUS ON WHAT YOU CAN CONTROL AND KEEP MOVING FORWARD!

ELLY COHEN: SENIOR RECRUITER, CERTIFIED  
PROFESSIONAL COACH – CAREERS/JOB SEARCH

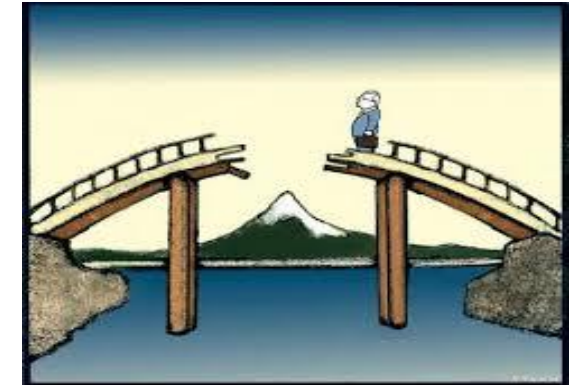
HELPING BOTH SIDES OF THE WORKFORCE

BRIDGE BUILDER – STRATEGY AND EMPATHY

DEIB AND CANDIDATE ADVOCATE

CORPORATE ROLES: SALES, SAAS, DIRECTORS/MANAGERS,  
HUMAN RESOURCES, MARKETING, F&A, INSURANCE,  
TECH, MORE

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# Ideal Profile – “Perfect History” Plus BIAS (Focus On What You Can Control)

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# How Does The Recruiter Know? (Donna Summer)

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Intake OR Kick Off Meeting

Recruiter Goes Into Meeting with \_\_\_\_\_

AND \_\_\_\_\_ and often \_\_\_\_\_ - access and “research”.

Some WISH LISTS OF HMS LOOK LIKE SANTA’S LISTS.

## DISCLAIMERS:

**NOT a full Recruiter training and we will not cover much of how I facilitate and consult. We will not cover a full kickoff.**

**AND**

**NOT FULL INTERVIEW PREPARATION, which would be much more extensive and would contain other components.**

**ONLY SELECT POINTS to show what HMS want.**



# Hiring Managers All Have Pain

Me: “So You Want ABC?”

HM: “Well, let me explain”. The Story. (Marissa Tomei/My Cousin Vinny)

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# The Kick Off/Intake Meeting - Ongoing

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1.) Logistics – Location/Remote, Salary Range, Level/years of experience, ....

2a.) **TOP 3-5 Skills/QUALITIES – I develop questions**

Generic interview question I often ask: MOST PROUD MOMENT relative to the role?

2b.) Profiles/candidate personas

**Competing companies – LISTS**

**OFTEN BUT NOT ALWAYS MANAGERS WANT:** Identical/ Similar Work, Results, Size, Type of Org, Industry. Possible exceptions.

YOU: “I worked in a bank but will pursue all industries, no preference”. Is that the Best Strategy?

3) Soft Skills, Communication, EQ, Teachable, Teams

The Question I ask in EVERY KickOff Meeting For Culture Fit (not bias). Culture example is examples generally need to be more flexible, entrepreneurial at a start up.

The Question I ask at the end of EACH candidate interview. (I KNOW HM wants.)

Interest = Retention

**KEY POINT: I operate based on criteria from HM.**

TRUST. CREDIBILITY. OUR JOBS.

# Candidates and What Made Them Stand Out

## EXAMPLE OF CANDIDATE/HIRE

## QUALITIES

- 1.) Business Development Tech Auto Guy
- 2.) Audit Guy
- 3.) Director Of Operations – Accounting CC
- 4.) Laughing Girl (Hot Lists)
- 5.) Bank Guy
- 6.) Boat Guy



- A.) Depth of Hard Skills/Competitor
- B.) Passion /High Interest
- 3.) Brand Awareness/Confidence
- 4.) Embodied The Role – Not Just What They Do But Who They Are
- 5.) Emotional IQ/Genuineness/Likeability – Team Fit (Coupled With Skills Of course)
- 6.) Referral

# Action Item: Know Your “Brand” - WHO You Are/HOW You Do Things

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Most Proud Moment At Each Job

What Have People Said About You At Each Job?

What resonates? How Do You Show Up to Others?.

“Right size” content when interviewing.

More . . .



Figure Out Who You Are In Advance – My Favorite Candidates/Hires are those who not only could do the job but EMBODIED The Role.  
BE GENUINE (appropriately) in interviewing – After You Prepare

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# Play To Strengths AND Bridge Gaps When Applicable

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Coaching Client Writing Skills– Client could get 10-15k+ more in new role if she bridged gap.



# Emotional I Q

## Self Awareness Pre AND In Interview

Good News: You can Grow In Your Emotional IQ

Being Agile –Able to Pivot

Continual Learner

Teachable

Able to manage self and self in relation to others. TRY to treat some aspects of your job search like when you're working. Do managers ALWAYS take your recommendations?

# POP QUIZ!

What's Best?

- 1.) Apply for 500 jobs?  
Few or No Interviews
- 2.) Apply for 2,000 Jobs.  
Few or no interviews?
- 3.) Apply for 5-20+ roles a  
week AND have 3-5-10+  
Conversations/Interviews  
a Week?

What is your ratio?  
Be Strategic. Think!  
Think Like a Recruiter.



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