

## 1 PS - INTRODUCTION.mp4

**Speaker1:** [00:00:12] Welcome to the recruiter course. Today we're talking about the phone screen. There's probably no other area that you can have more important skills than in your phone skills, your ability to pick up the telephone, engage people, assess people very quickly is a critical life skill, not just the recruitment skill. And today we're gonna be looking at how do you tell within 3 to 5 minutes if the person you're talking to is a good performer, a great performer or a top performer, if they're less than an average performer, you probably shouldn't be talking to them in the first place. And that's another story. So we're gonna cover three key areas in this course, which is, number one, how to approach and prepare and present yourself on a phone screen so that you are received as a top professional in your field. Number two, we're gonna look at separator questions. What are the questions we can ask that will immediately separate a top performer from an average performer? And number three, we're going to look at what are the psychological markers of a top performer? What psychological traits do we wanna look for early on in our conversation to start to flag our candidate as a top performer? This is what I call SPS, which means that your candidates at this stage have been sourced, they have been pitched, and now they're being screened. We're gonna sort the pretenders from the contenders and zero in on who our top candidate is. If you look at the bottom of your screen, you will see where we are in the course, what's coming up next. So you always know what's going on and what to expect. So let's get started.