

**“WE’LL  
BE IN  
TOUCH”**



# What Recruiters Really Think

**Simone Janson (ed.)**

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Recruiting knowledge, understand the criteria in the applicant selection process, convince with your portfolio & job references

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# **We'll be in Touch! What Recruiters Really Think**

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*Simone Janson (ed.)*

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# Table of Contents

## Imprint

Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback  
Your Benefit in concrete Terms: Content, Organization and Structure of the Book

Information as desired with Membership Discounts, eCourses, Workbooks,  
and custom, individual eBooks

Successfully use the AI Extension to the Book for your Goals and to make Money

Experience Success and Inspiration: Discover your Way and support Sustainability

Job interview Cancellation and dismissed by the HR: How to counter correctly - 7 tips // By Dirk Kreuter

Candidate Experience when applying: 6 frequent reasons for cancellations // By Maja Skubella

How companies find the right employees: Reinhold Messner on personnel marketing // By Simone Janson

2 times 10 Tips for success in the job interview: personality suggests expertise // By Harald Smolak

Suitable employees as an image problem? Just make yourself the specialists! // By Simone Janson

How to compensate for gaps in the CV: 5 Tips for an application without lies // By Lene Setzer

What Personals Really Look For: 10 Don'ts When Applying // By Simone Janson

What job advertisements tell applicants about companies: Job offers between wish and reality // By Marco De Micheli

The secret method of HR & recruiters: Cultural Fit // By Petra Barsch

Lies on application and resume: 13 tips on how to do it better // By Simone Janson

Write application letters from a personal point of view: 10 tips for more empathy when applying // By Simone Janson

Employer Branding, Employee Engagement and Mosaic Careers: 5 Tips for Recruiters // By Gesa Weinand

Employer branding for authentic companies: 5 tips for personnel marketing // By Oliver Koch

Onboarding and familiarization with success: 3 X company vs. Employee view [+ checklists] // By Helga Brüggemann

Application sorted out - job seekers simply expect too much? 10 tips against cancellation // By Simone Janson

Conclusion: How to expand your Knowledge and Experience with interactive AI and discounted Add-on offers for free.

## Authors Overview

Dirk Kreuter

Maja Skubella

[Harald Smolak](#)

[Lene Setzer](#)

[Marco De Micheli](#)

[Petra Barsch](#)

[Gesa Weinand](#)

[Oliver Koch](#)

[Helga Brüggemann](#)

[Simone Janson](#)

[Profound Expert Knowledge, Quality Assurance and AI: The Concept of Publisher  
of the Year Best of HR - Berufebilder.de®](#)

[Appendix: Tips and Prompts for using the AI Extensions](#)

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# **Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book**

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

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For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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Briefly and concretely this is your benefit from this book: You support certified climate protection projects, quickly receive compact information and checklists from experts as well as access to AI extensions and the possibility to individually live your inspirations as an experience. Because what do HR managers really look at when selecting applicants? What exactly do common selection processes in recruiting look like? Is it worthwhile to apply proactively? What do employers look for when it comes to online reputation and social media? And how seriously do HR professionals take data protection? Applicants regularly have these and many other questions - this book helps to answer them and thus helps applicants to present themselves as a personal brand to potential employers and to gain experience in the application process. If you then still know what HR managers really pay attention to in the job interview, almost nothing stands in the way of hiring.

You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

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# **Job interview Cancellation and dismissed by the HR: How to counter correctly - 7 tips**

*// By Dirk Kreuter*

Job interviews are pure stress for most applicants. It depends on the perspective: Instead of asking, it is simply a sales pitch. and a good exercise when the rejection comes.

## **Applications as sales talks in own thing**

If you want to sell yourself, and that includes applying for a job, you can also fail. Here it helps to simply change your perspective: Instead of simply applying for a job, you can also see the whole thing as a sales pitch on your own behalf. And as a good exercise.

Then, if you really fail, don't be too specific next time. An example of a typical situation that you have to come to terms with spontaneously.

## **Now just clarify the last details?**

You take the elevator to the fourth floor. The pling of the opening door sounds promising in your ears. The door sign of the company lights up. Now you will make the deal perfect. The management assistant has your name ready, because you were here a week ago.

Get to know the boss. Big plans for the coming months. He needs good people. They showed ideas, brought arguments, it worked out brilliantly! They knew: I am right here. And luckily for you, you made the second conversation a thing of the past. The details of the employment contract are now being negotiated and you are sure that an agreement will be reached. The manager welcomes you to your office.

## **Vote of no confidence in the applicant**

Oh, it doesn't start well. Somehow, at first he looked pretty relaxed and unconventional - and now he is seriously arriving with a lack of experience? "Um ..." is all you get out. "So that we can get a better picture of you, we ask you to work with us for a day. Best of all right now. " The proposal hits you in the face.

However, his eyes are less open than last week. Suddenly a rather icy wind blows towards you. "To be honest, we still have serious concerns about your lack of industry experience."

## **When suddenly an icy wind blows: what is in store for you?**

What happened? Quite simply: Your interlocutor has dropped his impressions, has spoken to your supervisor or colleagues about you. And now all open points are queried again.

You may also be asked to prepare a presentation or you may even be faced with an unexpected test. Also typical for a second conversation: There are other decision-makers at the table who you also have to convince. You may have a future colleague in front of you here.

### **Too many cooks spoil the broth?**

And although the head of department wants your attitude, this colleague tries to torpedo the matter. He doesn't want you to join the team. Now you have to sell again very skillfully - and in the best case make reference to your "door opener" or "referrer".

In a second call, you can once again face basic objections, even if you thought that you had long since exhausted them. The biggest mistake you can make at this point: do not arm yourself! Here are 4 tips on how to arm yourself.

### **Dealing with cancellations properly**

In any case, you should take the challenge athletically: salespeople actually encounter attempts at degradation: No, too expensive. No, no staff. No, we have our suppliers. How do I handle this? The solution is to see this as a sporting challenge. And that's actually the only sensible attitude.

It's like a soccer game. Imagine you are on the field during a soccer game and the opposing team launch an attack. What are you doing? Ideally, you run off your opponent, take the ball away from him and start a counterattack. And it is the same as on the football field with objections. They come up to you with full force. But you are not at your mercy, because you can react to it.

## **7 Appropriate Reactions for Cancellations**

Whenever you try to access, it always flicks out of your hand. So now you have to find out what your interlocutor really has - and what he may not see or see at the moment.

1. **"It's all about Paris.":** A responsibility dispenser. A hassle-free slider. However, if you follow, you will notice that Paris does not have everything in its hands. Maybe select the pre - but you have the actual decision maker in front.
2. **"It doesn't work that way; everyone could come. ":** A Stone Age reaction: Careful, someone is coming into my cave! The good news is that if you manage to stay in the cave long enough, your counterpart will take confidence. He needs a little moment to judge you.