



Questions To Answer **Before** Starting Your Own Recruiting Firm



THE
RECRUITER'S
COACH



Many people start their own recruiting firms, but most aren't successful. There are two basic reasons why:

1

They significantly underestimated what it takes to set yourself up for success as a new recruiting firm owner. This is the “overly optimistic bias.”

2

They significantly overestimated their knowledge and skills in running a recruiting firm. This is the “hubris bias.”

How do you guard against the above biases? The answer is to recognize that these inclinations exist. You must take the time to consider the realities of starting and succeeding as a recruiting firm business owner.

Below I have compiled nine crucial questions to consider before starting your own recruiting firm. I encourage you to **write out your answers** to each question below and review/edit them once or twice over a few days or more. As you work through these questions, be sure to take time to discuss these points with people you trust and who understand you and these issues. Things look very different when they're in writing rather than in your head. You can view your thoughts and feelings objectively when you put them into writing.

Also, be sure to take time to discuss these points with people you trust and who understand you and these issues. Gaining the perspective of others, especially those who understand the topics at hand. Other perspectives can be valuable to your understanding and critical to sound decision-making.



Questions to consider **before** starting your own recruiting firm:

- 1 What specific things about the recruiting/staffing industry are you drawn to?
- 2 What are your specific **questions and concerns** about starting your own staffing firm?
- 3 How many hours per week are you **honestly willing** to work to make your new business successful?
- 4 On a scale of 1-10, how excited are you to start a **new career/learning curve** at this point in your life?
- 5 How many months are you financially **able** to go with no income?

- 6 On a scale of 1-10, how **willing** are you to go without an income?
- 7 What is the monthly amount you're **willing and able** to invest in the success of your business before you receive revenue?
- 8 How many months are you **willing and able** to make this investment before you receive revenue?
- 9 Succeeding in your own recruiting/staffing firm is difficult, even if you have prior industry experience. How will you get the **knowledge, skills, and advice** you need in the areas you're not as strong in?



**Brad
Wolff**

brad@recruiterscoach.com

recruiterscoach.com