

# The Ultimate Hiring Funnel For Home Service Entrepreneurs

Do I have a process that attracts top tier talent?

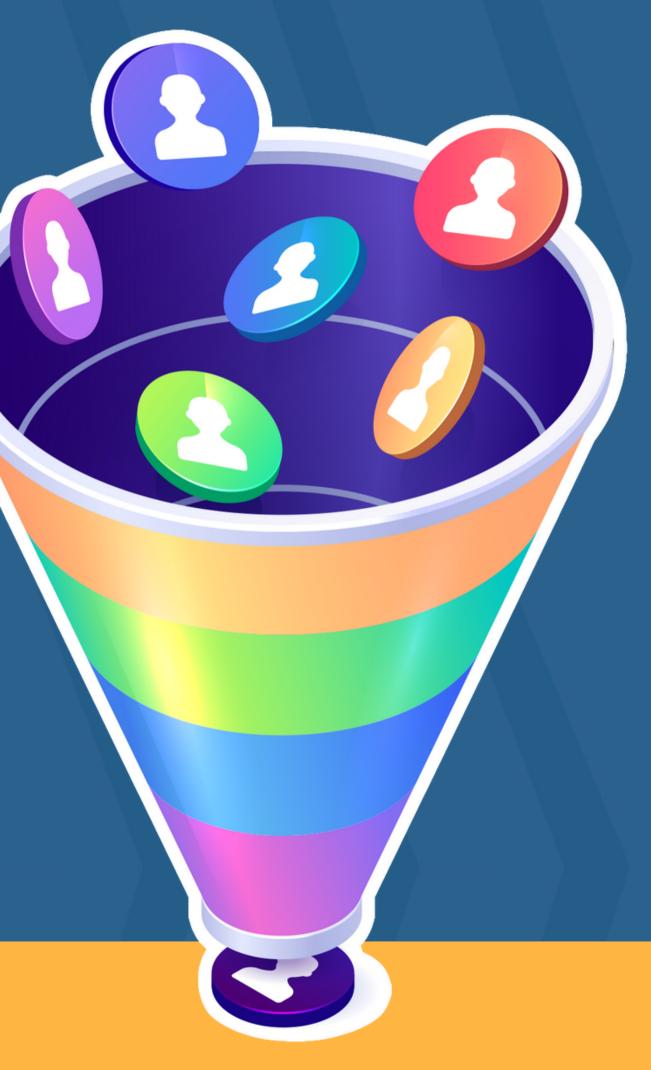
Do I have a culture and onboarding process that retains top tier talent?

Am I the leader that top tier talent wants to work with?

Importance of hiring the right candidates for a home service business

The problem of wasting time and resources on ineffective interviews

### ClickCallSell



### THE ULTIMATE HIRING FUNNEL



Create a Compelling Job Ad

**Review Applicants** 

**First Interview: Core Values over Skills** 

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Voting on the winning applicant and the second s

### FOR HOME SERVICE ENTREPRENEURS

- 2nd Interview: Meet the CEO or department head
- 3rd Interview: On-site / Working Interview



# What is a **Hiring Funnel?**

- interview

• Definition: a step-by-step process to filter and evaluate job candidates

• The objective: to narrow down the pool of applicants to the best candidates for the job

• Starting point: a compelling job ad

• Ending point: an on-site or working

# **STEP1 - COMPELLING JOB AD**

• What a compelling job ad is and what it should include

Addressing the "flooded inbox" or "no new mail" scenario

• Revising the ad or job description to attract the right candidates

# **STEP 2 - REVIEW APPLICANTS**

- Options to screen and evaluate candidates: individual interviews, group interviews, introduction video job overview, questionnaire
- Identifying candidates who meet requirements and inviting them to the next step

### STEP 3: FIRST INTERVIEW - CORE VALUES OVER SKILLS

The importance of assessing the candidate's core values and beliefs

• The goal: to ensure a good fit for the company culture and values

• The first interview can be done with a generalist in the company

# **STEP 4 - 2ND INTERVIEW - MEET THE CEO OR DEPARTMENT HEAD**

- Getting more in-depth with the candidate
- The employer explains the company's vision, organizational structure, growth, and team
- Reviewing the candidate's work history and skills
- Preparing the candidate for the 3rd interview ok to scare them about it.

# STEP 5 - 3RD INTERVIEW: ON-SITE / **WORKING INTERVIEW**

- The most critical step in the hiring funnel
- Evaluating the applicant's skills, experience, and ability to work in a real-world environment
- Assigning relevant tasks to the applicant
- Paying for the third interview

- The importance of investing in the hiring process
- Thoroughness and investment in the process can help find the right employees for a home service business.

# Conclusion





