

# THE URBAN DICTIONARY OF RECRUITING

## EMPLOYER BRANDING

What you should be paying attention to but aren't - instead letting it evolve on Glassdoor.



## SOURCING

Judging LinkedIn profile pictures for 4 hours

## COMPANY CULTURE

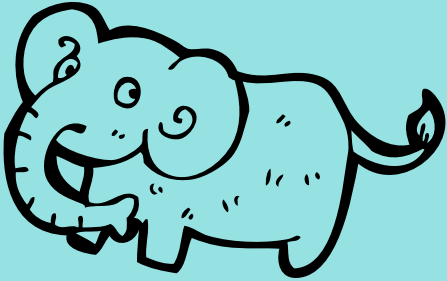
"Did we mention ping pong and beer on Fridays?"

## INTERVIEW

Act a certain way, be professional at all times, do and say all the right things - oh and be yourself

## COMPENSATION

The elephant in the room



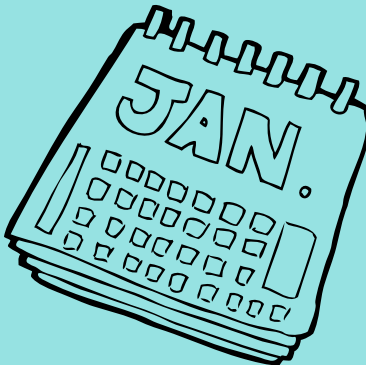
## HIRING MANAGER

THOUGH SHALL NOT PASS!



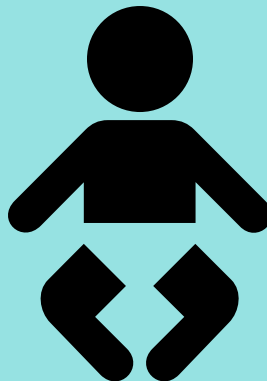
## WORK/LIFE BALANCE

Not wanting to work 14 hours a day for the next 40 years



## GEN Y

The misunderstood young'uns of the workforce, Some of which aren't so young'en



## GEN Z

Even younger and even more misunderstood

## REFERENCES

A list of people who will exclusively say good things about you

## CANDIDATE EXPERIENCE

Hopefully you didn't hate working with a recruiter for the last few weeks

## REFERRAL

"I hear from someone I just met that you were looking for a job last year? Are you still exploring new opportunities?"

## STARTUP

"Will you work for 50% of your salary?"

## APPLICANT TRACKING SYSTEM

Makes the recruiting world go round. But in a slow and frustrating way.

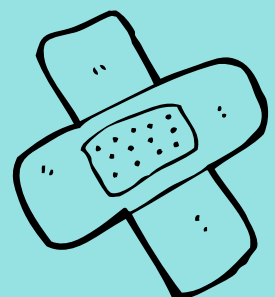
## SCREEN

The first phone interview before the real phone interview, before the real in-person interview, before the second in-person interview



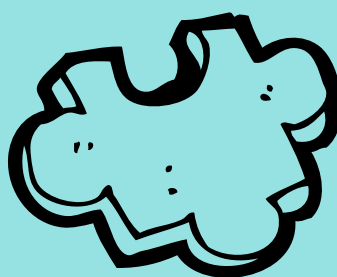
## COUNTEROFFER

A last ditch effort to put a band aid on something that probably needs stitches



## PASSIVE CANDIDATE

Candidate's that don't even know they're in the running

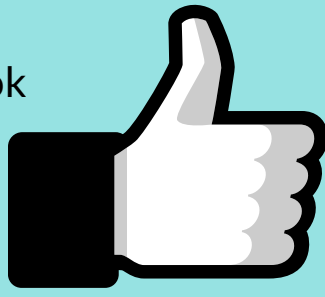


## ACTIVE CANDIDATE

Never a fit ...nothing is that easy

## LINKEDIN

Slowly becoming Facebook



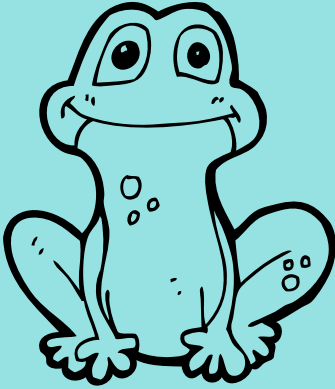
## SOCIAL RECRUITING

'Favoriting' EVERYTHING



## JOB HOPPER

3 jobs in 18 months - is that a problem?

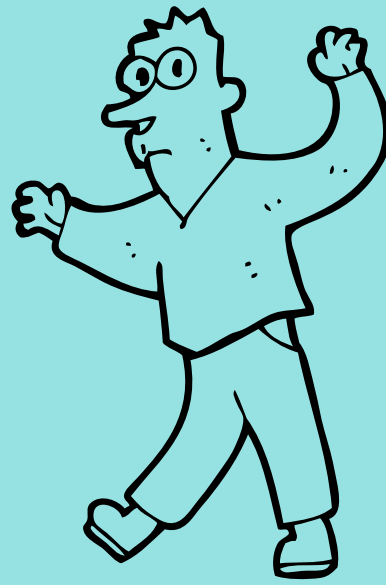


## PERFECT SALES CANDIDATE

Every 23-25 year old former college athlete who worked at Abercrombie

## REMOTE WORKER

Pajamas. All day.



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