

# FROM A RECRUITER'S DESK

*Management Recruiters of Tallahassee  
Monthly Newsletter*

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## **CAN WE AVOID 'THE GREAT REGRET?': OUR ROLES AS RECRUITERS, COMPANIES, AND CANDIDATES.**

*This month in our office we have discussed an ongoing question; is the resigning workforce running away from something rather than running to something?*

Today, there is a commonly held narrative that people are leaving their positions to obtain better compensation and work-life balance, but are they really? As coworkers around you make a change, are you feeling you need to as well?

The 'Great Resignation' has been in leading headlines from all major news outlets for months, but little has been discussed on our individual parts in the movement. It is time we all reflect on our role moving forward.

As recruiters, we have witnessed first-hand that one of the biggest reasons employees are leaving is due to poor management and company culture. We have discussed in our blog, how companies can retain their employees and how they can ensure they are providing their employees with the culture and growth they are desiring.



## 72% OF PEOPLE REPORTED THEY WERE DISAPPOINTED IN THEIR NEW ROLE.\*

We also interact with candidates that express their desire to make a career change but have not thought the decision all the way through. We emphasize to all our candidates to heavily consider what they may be walking away from in their current situation.

The biggest takeaway from the recent trends in hiring is the importance of being transparent. As a company, are you providing a clear picture of what your culture looks like and what the job role entails? As a candidate, are you being honest with yourself on why you are looking for a new role and taking the appropriate steps to find a company that has what you are looking for? And as a recruiter, are you providing open and honest feedback as to whether the role is right for a candidate?

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*21% of American workers took a new job in the past 12 months.*

*Of them, 40% are actively looking for another job already.\*\**



The 'Great Regret' has become a concern for all players in today's job market. When we step back and reflect on our part in the movement, we can instill practices that will allow us to move forward to avoid regret.

We hope to use this newsletter to share our insights, best practices, and tips that will help any individual or company in their career and beyond. Please reach out if there are any topics you would like us to discuss.

Sincerely,

*- The MRT Team*

\*According to a study by the Muse

\*\*According to a Grant Thornton survey



RECENT BLOG POST - **6 RED FLAGS AN INTERVIEWEE SHOULD LOOK FOR IN THE HIRING PROCESS**

Interviews are just as much important to gain information for the interviewee as it is for the interviewer. There are red flags to look for within a company that can be a tell-all for what your experience will be like when hired.

[READ MORE](#)



RECENT BLOG POST - **RED FLAGS IN AN INTERVIEW – THE INTERVIEWER’S PERSPECTIVE**

Being a highly skilled communicator is by far one of the most important interpersonal skill to have, and one of the first things interviewers notice in a candidate. Ideal communicators are aware of the professionalism and courtesy needed in a job interview environment.

[READ MORE](#)

**EMPLOYEE SPOTLIGHT - HENRY JONES**



Since joining the team in 2014, Henry Jones has established himself as one of the most versatile recruiters in the office. In this staff spotlight, we ask Henry why he believes you should never compromise your personal and moral beliefs to work for a company that is offering you a slightly higher compensation package.

[READ MORE](#)

**EMPLOYEE SPOTLIGHT - EMMA MADDEN**



Emma Madden joined the team in a permanent Marketing Specialist position in 2020 after a year as our marketing intern. For her, marketing for a firm that truly changed businesses and people’s lives was something that she knew would be hard to find somewhere else.

[READ MORE](#)

WHERE MARKETS, MOVEMENTS, AND  
MONUMENTAL MOMENTS ARE DISCUSSED.

Persistence, Perspective, and Positivity are the three recommendations that Craig and Jerry give on how to reduce job search anxiety.

Having an executive recruiter provide you with an organized and systematic plan tailored to your needs can also relieve some of the stress you may face when launching a job search on your own.

[WATCH HERE](#)



## HOW TO REDUCE JOB SEARCH ANXIETY AND OTHER TIPS FROM OUR RECRUITERS



## CAN WE AVOID THE 'GREAT REGRET'? OUR ROLES AND STEPS TO PRACTICE.

How are companies, candidates, and recruiters affecting the 'The Great Regret'? Are there ways we can all work together to avoid any more remorse?

Jerry and Craig share their first-hand experience on what everyone in the professional world can be doing to shift the movement and create more fulfilling work cultures and thriving careers.

[WATCH HERE](#)

# JOB OPENINGS

CONTACT  
MIKE JONES HERE  
ABOUT JOBS



## BUSINESS UNIT MANAGER

Minneapolis metro area  
for custom molder

## MOLD MAKER

Forth Worth, Texas  
for injection molding

## SUPPLY CHAIN MANAGER

Northville, Michigan  
for a building products manufacturer

## FIELD SERVICE ENGINEER

Remotely in the U.S.  
for a Plastics Equipment OEM

