3080 The Interview Process Is a First Impression

People Fieldbook · https://kb.jeffreysummers.com/docs/3080-the-interview-process-is-a-first-impression-2/

The Demand

This week, you cut your hiring process down to the day the candidate walks in. If a candidate waits a week through applications, callbacks, and phone screens before a real conversation happens, their enthusiasm erodes or they take another job — and you have hired their energy into someone else's operation.

The Work

1. Cut your application to a postcard: name, contact information, availability, work history. Remove anything beyond that until after the hire.
2. Schedule at least one cast member at a different level than manager to be available to meet candidates the day they walk in and apply.
3. The next time a candidate applies in person, get them in front of someone that same day. Do not hand them a form and tell them you'll call.
4. If an A-player walks in unsolicited this week, treat it as the rarest event in hiring. Talk to them immediately. Do not make them wait for a scheduled slot.

By the end of this week, no candidate who applies in person waits more than a day for a real conversation with your team.