

Identifying the **key skillset** of a top biller.

There are many skills a recruiter needs to possess in order to excel, but, understandably, equal time can't be spent on perfecting all of them because there simply aren't enough hours in the day.

For recruiters to truly progress, both quickly and efficiently, skills development must be prioritised. Knowing which skills could reap the biggest results will enable your top performers to continue to flourish.

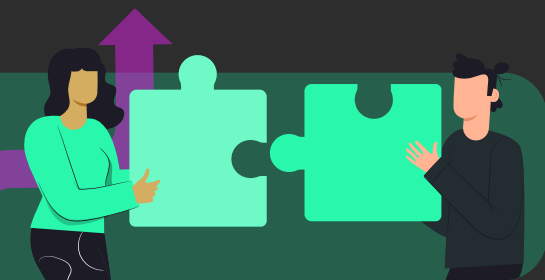
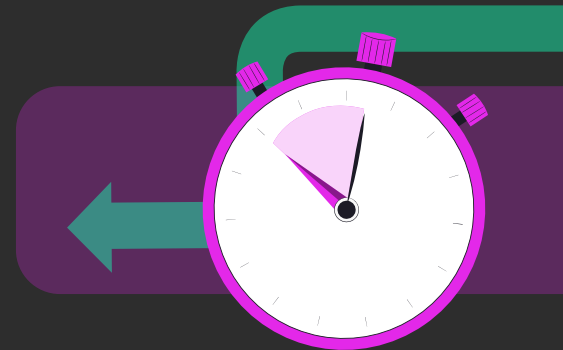


1. Employing **productive habits**

Perhaps the most important skill of them all, learning new habits and changing current ones is no easy feat. Consistency is key here, and I can assure you it's worth it. Top billers are 1.7x more likely to change their habits when they know what it takes to improve results.

2. Making **the most of time**

A recent study found that top billers are 60% more likely to say they get the most done and produced in their available time. Pair this with the ability to stay focused, and you've hit the recruiter jackpot.

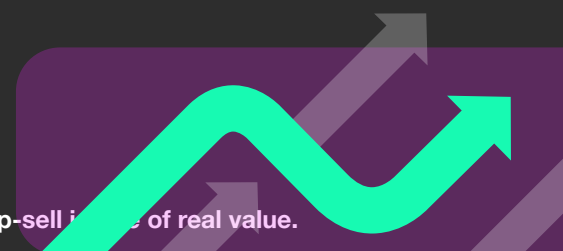


3. Building **relationships**

You may assume that this one is a given - all recruiters can successfully build relationships, right? Wrong. The ability to build sturdy relationships and rapport with clients and candidates is a skill that needs to be nurtured.

4. Growing **accounts**

Cross-selling and upselling shouldn't be an afterthought, it should be entwined into your recruitment business processes and thought of as a priority. A recruiter who possesses the skills to cross-sell and up-sell is a source of real value.



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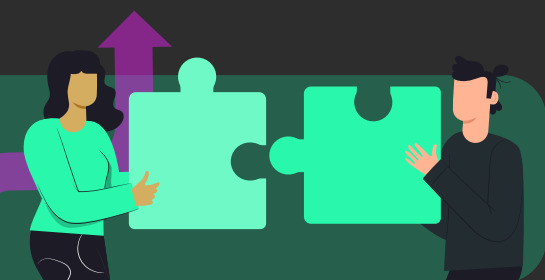
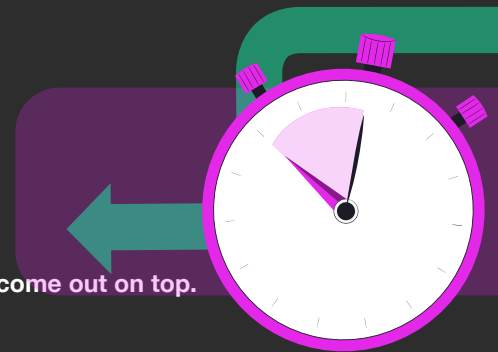


5. Time management

Studies show that productive people are often more satisfied in their jobs; the key is knowing how to prioritise tasks with the most outsized return on investment. Top billers know how to make use of tools that help them use their time effectively, and are therefore able to generate consistent results.

6. Differentiating

In the digital age, clients are more informed than ever; it takes work for recruiters to stand out from the crowd. Top billers are actively aware of this and know how to excel in making a compelling differentiation case for their offerings. A cookie-cutter approach doesn't cut it; a recruiter who knows how to add real value will always come out on top.



7. Changing client thinking

If clients think they know everything about their situation and how to move forward, they're simply looking for solutions to get to their destination. Top billers know this and are 60% more likely to excel at changing client thinking about how to approach their challenges.

8. Lead by example

Top billers are significantly more likely to have managers who motivate them for high productivity and performance. A top biller combined with a top manager who provides regular training and support in key areas is a recipe for success. Top billers seek out those mentors and ask for feedback and development.

