

Hi, \_\_\_\_\_ this is \_\_\_\_\_ the Hiring Coordinator with Globe Life (pause) I'm giving you a call about the \_\_\_\_\_ position you applied for in \_\_\_\_\_.  
How's your day going?

Well, I won't keep you too long, I have your resume right in front of me and would like to ask you a few questions and see if it would make sense for us to move further in the process. How does that sound?

1. First off, tell me a little about yourself and why you are seeking a new position?
2. What are the top 3 most important things that you're looking for in your career?
3. What intrigued you in our ad specifically? Or were you just putting out feelers?

**If you like them:**

Great! \_\_\_\_\_ based on your resume & the information you've shared I feel like you have some qualities we look for and could potentially be a good fit.

\_\_\_\_\_ what I would like to do is move you to our next step in the process which is our Career Overview video. This video is about 40 minutes long and it is designed to answer a lot of questions about the career. Most importantly; it speaks to our mission, the product, compensation & growth potential.

So \_\_\_\_\_ what I'm going to do is send you an email, within the email, there will be two links. The first link will be to the video, the second link will be an application for a Zoom interview. Once the application has been submitted, Our Hiring Coordinator will be in touch at her earliest convenience.

A couple things before I let you go: Can you verify your email with me?

Great! I just sent the email. Could you verify that you received the email? Great!

One last thing, would you be able to watch the video this afternoon or would that have to wait until later on tonight?

We ask that you watch the videos this evening or within 24hrs of receiving them. (They might say something if they don't continue with the script).

Thank you for your time \_\_\_\_\_ I DO look forward to your application.

Have a great day!

**If you don't like them:**

Great, well \_\_\_\_\_, based on your resume & the information that you've shared with me I think you have some qualities that we look for and could be a good fit. I'm going to finish up my notes and I'll send your resume up to my supervisor for review. If you're selected for a second interview, you'll receive an email from us within 1-2 business days. Have a great day!

**POSSIBLE Additions:**

**IF in there Top 3 they mention STABILITY, GROWTH, TEAM WORK, GREAT LEADERSHIP---**

I know STABILITY is really important to most people right now, especially in today's world, and here at Transparent we are excited to let people know that we have had DOUBLE digit growth for over a decade straight. In 2019 we were the #1 organization in all of Family Heritage, grew 52% in 2020, and are currently up 84% over last year! So its safe to say we are pandemic proof :)

OR

I think the best example I can give of \_\_\_\_\_ is the fact that we have had DOUBLE digit growth for over a decade straight. In 2019 we were the #1 organization in all of Family Heritage, grew 52% in 2020, and are currently up 82% over last year! AND i don't think that would be possible if we did have \_\_\_\_\_ (great teamwork, great leadership etc)

OR

I think the best example I can give of \_\_\_\_\_ is the fact tthat we have had DOUBLE digit growth for over a decade straight. In 2019 we were the #1 organization in all of Family Heritage, grew 52% in 2020, and are currently up 82% over last year! With that being said, we have experienced a lot of growth and with that growth we have been expanding and have gaps to fill as far as leadership goes. We've had people who have come in, started as Sales Representatives and worked their way up to a Field Director/Market Director in a year to two years based solely on skill and effort.

**\*\*IF THEY ARE NOT GIVING YOU A WHOLE LOT TO GO OFF OF OR YOU'RE IFY ON THEM:**

\_\_\_\_\_, let me do this, let me give you a little bit more information about Family Heritage. I wont go too in depth because our next step in the process is actually a Career Overview Video that will cover this more in detail...but in a nutshell...

Family Heritage specializes in a very niche market within the insurance industry. The easiest way for me to explain this \_\_\_\_\_ is, when one of our clients goes through something, pretty

catastrophic, like a bad accident, say they break their leg, instead of paying the doctors and hospitals, we get to step in and pay the family, so they don't have to stress out about the finances while they're going through that.

We work in a B2B environment. We build relationships with Owners and HR Directors to protect their employees and provide them with benefits.

It is an outside sales position, so we are looking for people who are hungry and driven, but because of the product, there's got to be an underlying sense of compassion, because that's really why we are here...is to help people.

\_\_\_\_\_, what gives you confidence that you'd do well in a role like this?

If we decided to move further in the process and you were hired, **would you be willing to obtain your health insurance license?**