

Executive Search Firm Comparison Tool



Search Firm Name:

It is common to speak with at least three executive search firms before choosing a hiring partner you trust to deliver results. Use this tool to evaluate and compare each firm on your list.

Indicate how accurately the statements below describe your experience with each search firm.

	DISAGREE	AGREE
1. Initial contact. The firm was easy to reach, responsive, respectful of my time, and provided direct access to senior staff.	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	
2. Questions asked (and answered). The search firm not only listened carefully and answered my questions directly, but also asked me intelligent questions that reflected an understanding of the open position and my organization's broader needs.	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	
3. The proposal. The firm promptly delivered a proposal with a transparent outline of the recruiting process and contract deliverables.	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	
4. Price and payment terms. The price and payment terms are clear, fair, and competitive.	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	
5. Replacement guarantee. The candidate replacement guarantee is offered without conditions and is long enough for a proper evaluation of someone's performance on the job (typically a year or longer).	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	
6. Timeline and efficiency. The proposed search timeline is realistic, efficient, and thorough.	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	
7. Data-driven candidate research. The search firm's contract outlines a data-driven candidate research process with a rigorous method for finding a full slate of candidates from diverse backgrounds.	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	
8. Transparent reporting. The search firm clearly outlined how they will organize and share search progression updates with the hiring manager, including strategic insights about the job market, alternative titles, fair market salary recommendations, etc.	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	
9. Decision support process. The firm outlined a decision-support framework that offers the hiring manager practical tools and a variety of options to help them expand their thinking about the candidate pool and make informed choices throughout the search.	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	
10. Rigorous candidate evaluation. The search firm uses scientifically proven methods to predict success on the job, including structured interview support and work sample testing .	1 2 3 4 5 6 7 8 9 10 <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	

TOTAL SCORE: