

Characteristics of SUCCESSFUL RECRUITMENT PRACTITIONERS

A Checklist

Successful recruitment practitioners have similar qualities and characteristics. As you review the following list, ask yourself, “How do I rate on each of these?” and check the box of the ones you believe you’ve mastered, and place a circle in the box of the ones you are in process of developing. Recognize that no one person is successful at developing and using all of these qualities, nor is successful recruitment achieved solely through the efforts of a single individual. The key is to look for ways to reinforce your current strengths and pursue opportunities to develop more of these qualities.

Strength-focused and Respectful

- Respects people and focuses on their strengths
- Sees parents as resources to be developed, not excluded
- Non-judgmental in nature and humble
- Not afraid to ask for help from peers or resource parents
- Family advocate

Determined and Dedicated

- Sense of urgency
- Willingness to go the extra mile
- Barrier-busting attitude—finds a way around a difficult situation
- Detective-like qualities when searching for lost relatives
- Inquisitive about different cultures and always willing to learn more

Strong Communication and Collaboration

- Good communication skills—verbal and writing
- Team player
- Good judgment
- Good trainer
- Not intimidated by community groups or public speaking
- Ability to explain and break down tasks
- Common sense



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