



## Reference Checks & Referees – You & Them

- Make sure the referee has a copy of your resume.
- Get the referee to let you know when the reference check has been done.
- We do not live and work in a Master/Servant relationship anymore.
- Yes, it is expected that you will have to provide referees and that they will call them
- You can ask for referees as well – it's not common but you can do it. Ask for suppliers, other employers, and past employees.
- Remember, your past performance is the best predictor of your future performance so the difference between providing strong referees and weak ones could cost you the job.
- Call your referees and tell them they are going to receive a call. Having a referee that doesn't return messages and is hard to contact leaves a bad taste in a potential employer's mouth.
- Having said that, many employers that are small businesses and don't use recruiters or have an HR department either don't know how to do a proper reference check or just hire on gut instinct so don't be surprised if you get offered a job without reference checks being done.
- YOU, however, should still do your own checking.
- Check the credentials of the person you are going to be working for. Remember, any organisation will rise or fall based on the quality of their leaders so make sure you are following a great one.
- Napoleon Bonaparte. Lions
- Find someone who worked there before (easy on Linked In) and ring and ask them what they were like to work for, what the boss was like and why they left. Take everything with a grain of salt just in case they have an axe to grind.