



### **3 days to make a decision**

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When you make an offer – we suggest that you only give the candidate three (3) business days to make a decision. If you had a “normal” interview process (i.e. at least two interviews on different days, information is provided to the candidate they need to make the decision) then 2 – 3 business days is enough to make a decision. They do NOT need a week or more to make the decision

They should have already been discussing this position with their significant other. They know the responsibilities, the location, the career track – all they need to do now is decide if the rewards (pay, bonus, relocation specifics) justify the risk / opportunity involved. You want to hire a good decision maker, not an indecisive person so put a 2 – 3 day limit on the offer.

If they need more time than that then:

1. They are shopping your offer around – either trying to find a better offer or negotiating for a counter offer. Either option is not optimal for you. OR
2. They are indecisive. OR
3. They are not enthusiastic about your company.

My empirical observations (not scientific) is that a MUCH higher percentage of offers are turned down when the candidate has more than 2-3 business days to make a decision.