



Two Minute Challenge: Friend Asking You For a Recommendation

You have a summer internship with a very competitive firm. It's been a great summer and you have made a lot of good connections. You are telling your good friend about your experiences and they find them really interesting. As your friend knows, you have built a good relationship with the recruiter. Your friend asks if you would personally recommend them for an interview for a full time offer. Although you respect your friend, you know that they are not qualified for the position, nor would they be a good fit with the company. You believe that anyone you recommend is going to be a reflection upon you, and are not sure whether you should recommend this friend. What do you decide, and what do you tell your friend?

Issues

Loyalty to your friend

Your reputation with the recruiter

Balancing personal and professional relationships

Defective design or manufacturing

Responsibilities to public health

Potential lawsuits

Regulatory investigations

Rules and Regulations

Does the company have any guidelines for personal recommendations?

Your own moral compass/list of rules

Questions

How important is this opportunity to your friend?

Will this damage your friendship?

Can you explain the situation rationally to your friend?

Will your friend get an interview on their own merit?

How will this affect your relationship with the recruiter? With your friend?

Will this really reflect upon you? How much?

How worried are you of not getting a full time offer from this company?

Are you just over-thinking it?

What are the risks of recommending your friend? Not recommending?

How much will this affect your friend's future?

Can you set guidelines to your friend about bringing you up or "name dropping"?





Resources

Other interns

HR department

Full-time staff

Other friends

Options

Recommend your friend

Establish guidelines with your friend

Tell your friend that you have no influence on the decision after you make a recommendation

Tell your friend you don't feel comfortable recommending them

Help your friend find other options

Tell your friend what the normal recruitment procedure is

Lie and say you did recommend him/her, but don't do it

Takeaway Lessons:

- 1.) Your recommendations will affect your reputation.**
- 2.) Your decisions can affect your friendship.**

