



## **Ideas for Hiring Managers to Keep Candidates Warm until Day 1**

### ❖ Stay in Touch

- Send a personal email or video message expressing excitement about joining.
- Check in every week or two with a short, friendly message (text, email, call)
- Share a video from Northwest Kidney Centers YouTube channel,  
<https://www.youtube.com/@nwkidney/videos>
- Share updates or news about the team or organization.

### ❖ Make Them Feel Part of the Team

- Introduce them to the team via email or video.
- Assign a team buddy to say hello and answer questions.

### ❖ Share Useful Info

- Share fun content like a team video, blog post, or “day in the life.”
- Highlight cool perks, office tips, nearby cool restaurants, etc.

### ❖ Involve Them Early

- Send them training schedule/onboarding plan – They will love knowing you have thought of a plan already for what their first two-weeks will look like. Starting a new job can be stressful and this will bring both ease of mind and show that you care!

### ❖ Add a Personal Touch

- Send a small welcome gift or swag pack.
- Share a photo of their desk or workspace.
- Countdown messages like “1 week to go – we can’t wait!” with a fun fact.