

# Certified Ethical Recruiters Practice Test Questions and Answers

## 1. What is the most important principle in ethical recruiting?

- A) Filling positions as quickly as possible
- B) Honesty, transparency, and fair treatment of all candidates
- C) Maximizing recruiter commission rates
- D) Focusing only on passive candidates

## 2. Which practice violates ethical recruiting standards?

- A) Providing honest feedback to candidates
- B) Making false promises about job opportunities or compensation
- C) Respecting candidate confidentiality
- D) Following up with candidates in a timely manner

## 3. How should ethical recruiters handle candidate personal information?

- A) Share it freely with anyone interested
- B) Protect confidentiality and use only for legitimate recruiting purposes
- C) Sell it to third-party vendors
- D) Post it on social media for visibility

## 4. What is the ethical approach when a candidate is not a good fit for a position?

- A) Ignore them completely
- B) Provide constructive feedback and suggest alternative opportunities when possible
- C) Give false hope to keep them interested
- D) Share their weaknesses with other recruiters

Answers: 1-B 2-B 3-B 4-B

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