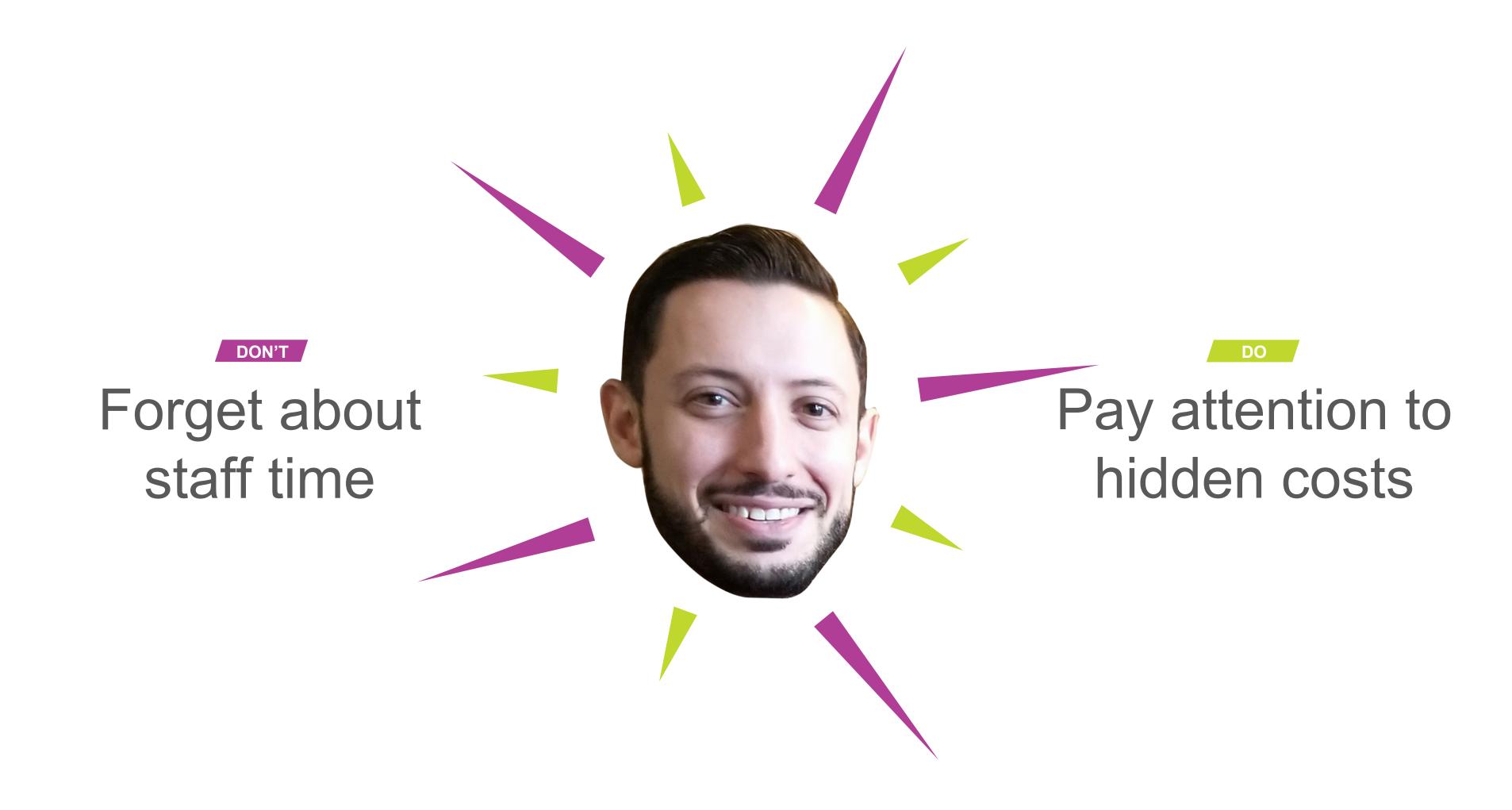


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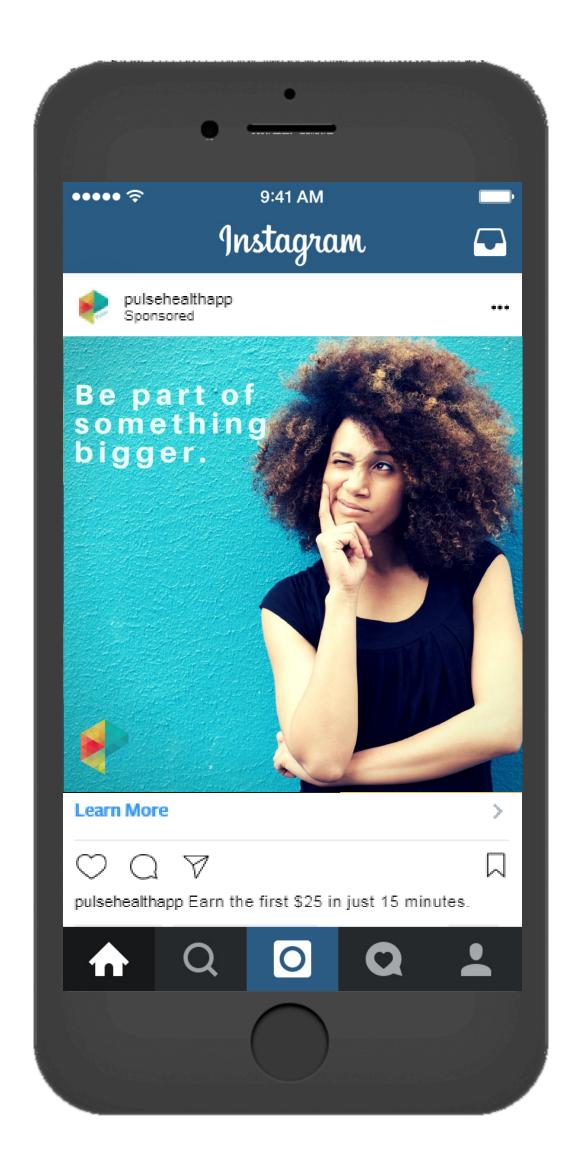








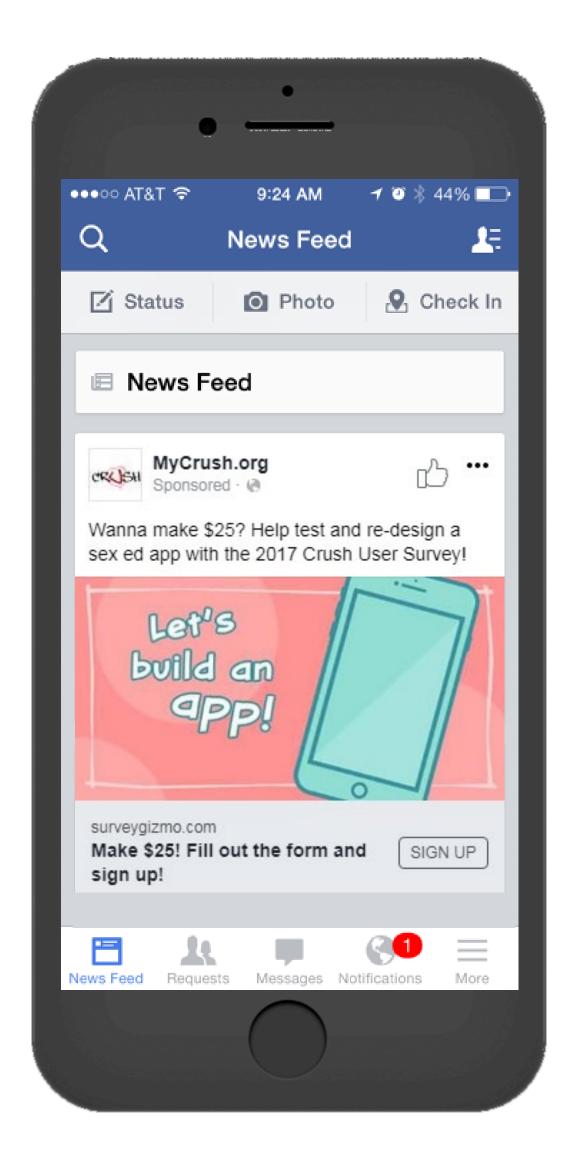
Become married to one ad or concept



Iterate, iterate, iterate



Use logos or portraits in ad graphics

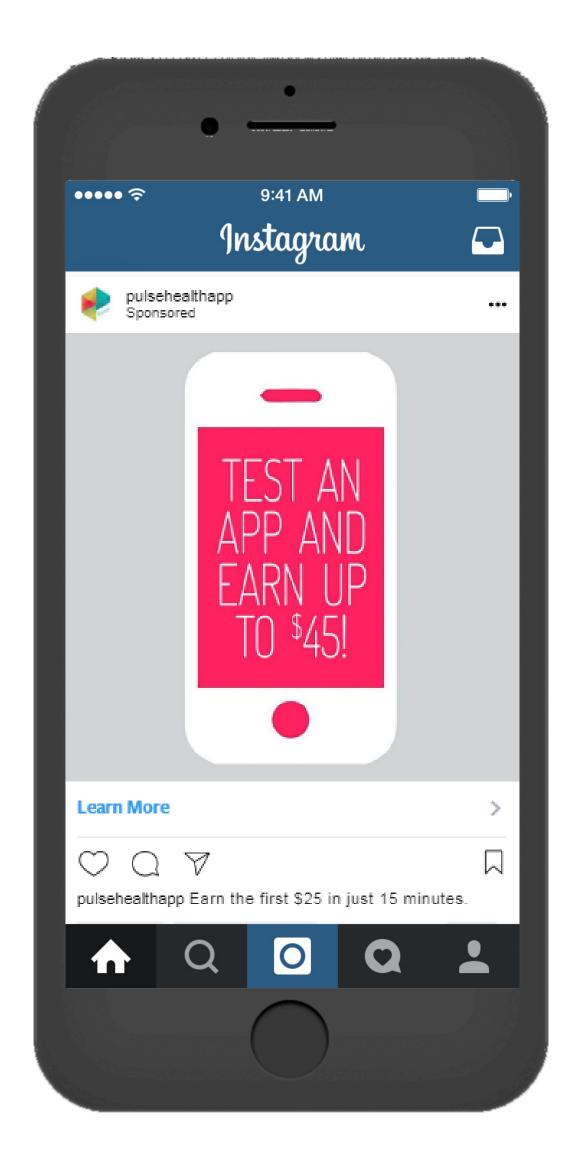


Use polished graphics

DO



Use jargony, lengthy language

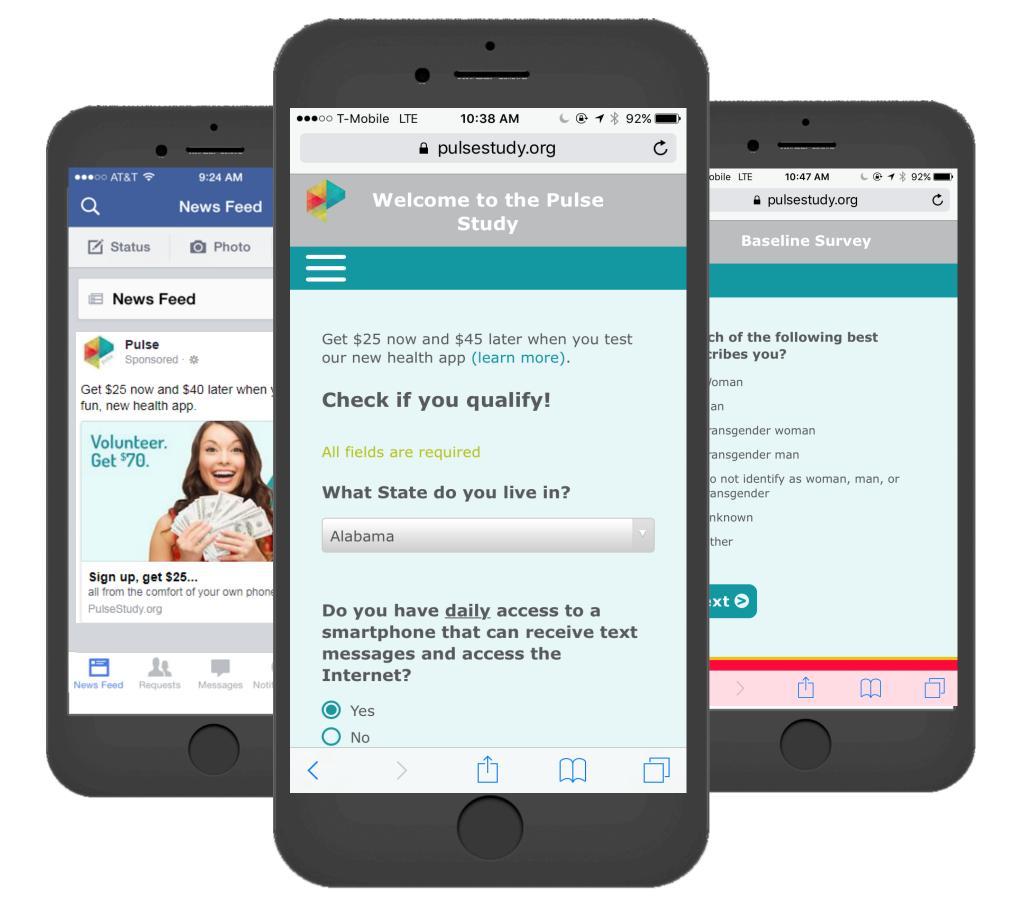


Use clear, concise language

DO



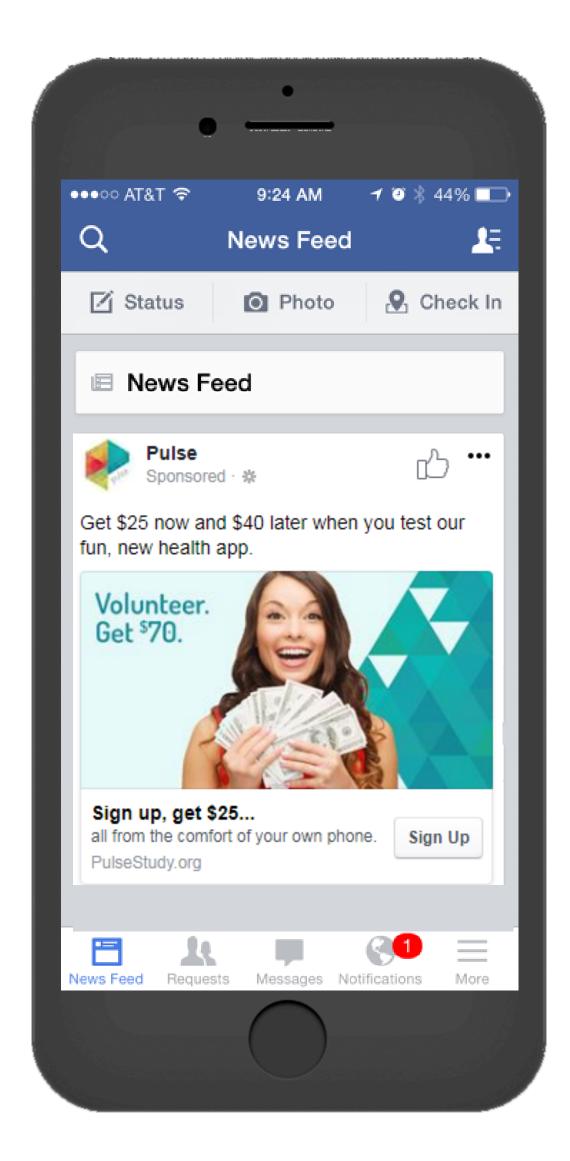
Leave users hanging



Pay attention to UX



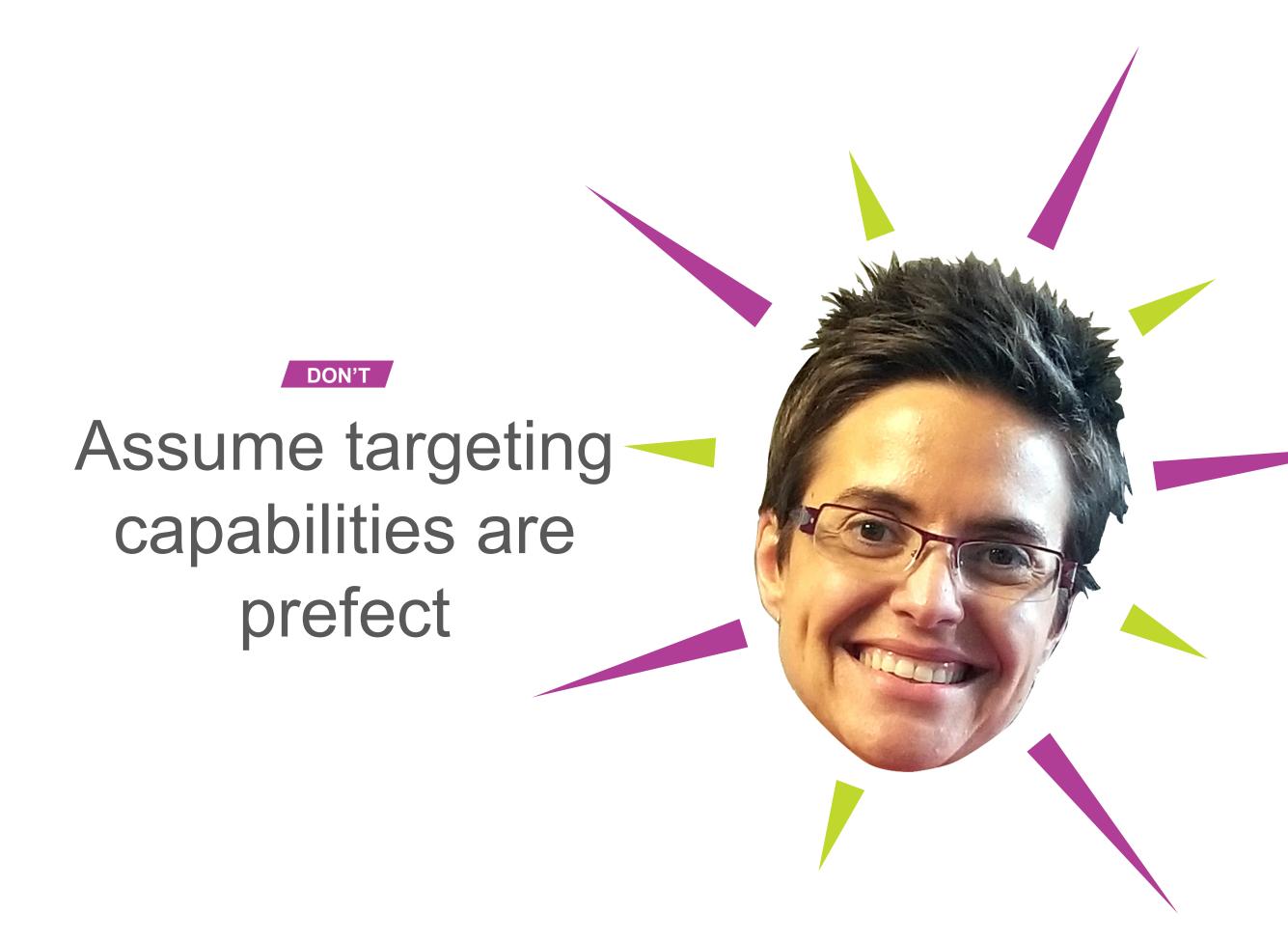
Assume platform capabilities are equal



DO

Select a platform according to your goal and target audience



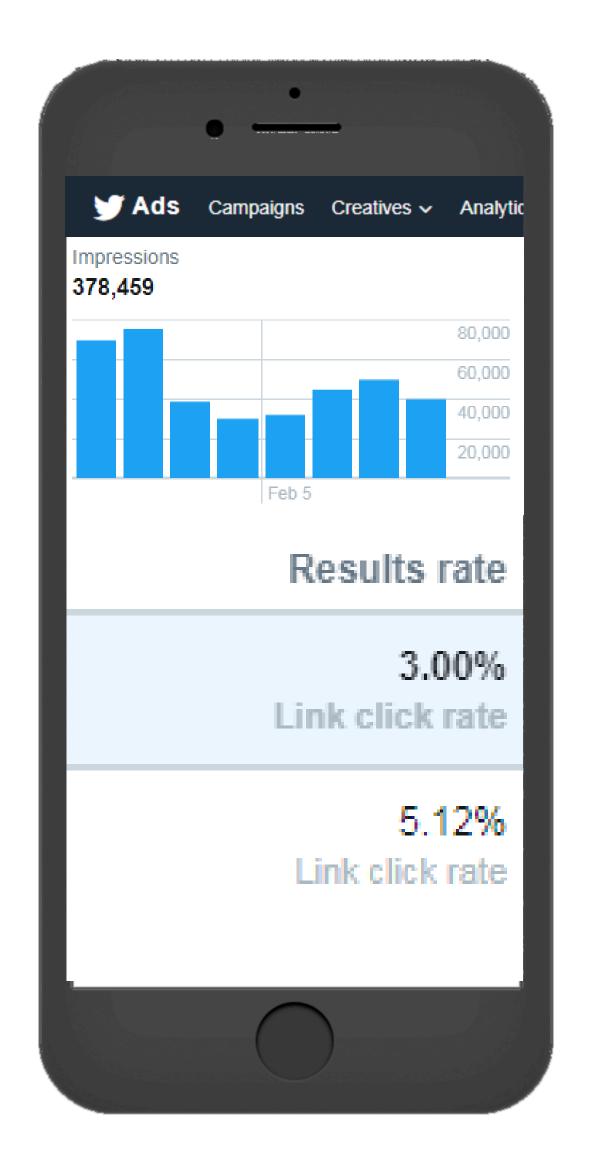


DO

Frequently monitor recruitment outcomes



Rely solely on click-through rates



DO

Use multiple metrics to determine effectiveness



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