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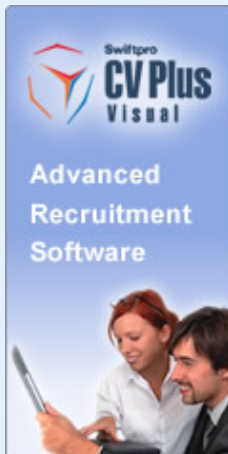
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## The shifting sands of Middle Eastern recruitment

At the heart of the Islamic world for 1400 years, Cairo is the largest, most vibrant city in the Middle East. With a growing population that already exceeds 17 million people, Cairo is at the centre of a healthy Egyptian recruitment industry that serves the rest of the country and wider region. Although



the Middle East is experiencing incredible progress in telecommunications, IT and computer industries, most recruitment companies still rely on outdated paper-based systems rather than advanced software solutions. Subsequently, most Egyptian recruiters do not enjoy the same efficiency, time and cost savings as their Western counterparts.

Situated close to the International Airport and 20kms from downtown Cairo, Infoca International specialise in Oil, Gas, Power Energy and Petrochemical recruitment. Supported by CVPlus Visual advanced recruitment software, Infoca International is providing complete recruitment solutions for the Oil and Gas industries in Qatar, Oman, Emirates and Libya. The ability to import large volumes of CVs automatically, for example, enables Infoca International to continually expand its talent pool of applicants in less time and at a fraction of the cost of manual data entry.

Infoca International's Cairo representative, Hazem Essam finds CVPlus Visual gives the company a distinct advantage over its competitors. Automation of all routine tasks means less paperwork, improved data accuracy, no unnecessary duplication of effort, greater efficiency and productivity, reduced operating costs, and shorter time to placement. CVPlus Visual key features include automated CV processing, powerful search and match capabilities, advanced contact management tools, excellent job tracker and complete Web integration.

Today there are profound economic changes taking place across the Middle East. Some of the most exciting developments are in the telecommunications, computer and IT sectors, which continue to experience phenomenal growth rates. With an easing of restrictions on foreign entry into these markets, many companies are now extremely active in the region. Microsoft, Intel and others have already opened numerous regional offices in the Middle East.

The regions long neglected telecommunications infrastructure is hurriedly being modernized or replaced. The ratio of telephone lines to size of population is still low compared to European, however it is rising, and the technologies now being deployed are equal to those seen in the West. More importantly, advanced networks based on fibre optics, wireless and satellite telephony are bypassing the existing infrastructure, providing businesses with alternative, high-grade telecoms solutions. In this latter field, private companies have been playing an important role, providing the essential services of modern business, such as Internet access and cellular telephones.

Until recently a raft of political, religious, cultural and social issues meant Internet penetration was slow across the Middle East. Nowadays, with most issues and obstacles overcome, the Internet is experiencing growth rates of 10% per month. As in the West, the rise of the Internet has also affected everything from the PC market to the recruitment industry, giving rise to increased demand. Most notable for the recruitment sector has been the sudden rash of Internet job boards that have appeared. Even before the Internet boom, the Middle East PC sector was enjoying rapid growth twice that of the global average. Entrepreneurs and small businesses have been quick to embrace PCs for office and remote use, and currently account for an average 25% of the region's overall PC market.

Growth in the PC market was not initially matched by the entry of software producers. Piracy has been a big problem, and proved a real obstacle to entry, severely damaging the viability of the region's software market. New legislation and enforcement against software piracy is now encouraging both regional and foreign companies to expand their operations across the region.

With the proliferation of affordable desktop and portable PCs, Internet access and improving telecommunications infrastructure, recruitment companies can start to take advantage of the growth opportunities available in the region. As competition increases for skilled personnel in new and emerging markets, employers will increasingly look to recruitment companies that can produce quality shortlists of applicants as quickly as possible. Those recruitment companies that want to increase sales and expand operations without the costly administrative burden of a manual system are looking to invest in software solutions.

Infoca International's Hazem Essam is so pleased with CVPlus Visual recruitment software, and confident that Swiftpro Ltd can deliver the required training, documentation, technical support and upgrades, he has expressed an interest in reselling the system. As the economic tide continues to turn in the Middle East, the recruitment industry is set to play an important role in facilitating the changes needed to secure the regions long term prosperity.

[Learn more about Infoca International](#)

## 4 ways to super charge your recruiting performance

In most professions, the very best practitioners do specific things that set them apart from others and keep them at the top of the performance curve. It is seldom sheer brilliance, advanced degrees, or even special training that catapults these mere mortals to the superstar status they enjoy. What gets them there is their ability to go the extra mile and do what the rest of the bunch is unwilling to do, demonstrating that being in the top 20% is more about perspiration than inspiration.

As recruiters, we know what we have to do to be successful — and that's okay if being successful is all you are looking to achieve. If, on the other hand, you are looking to achieve more than just success and elevate yourself into the elite group of recruiters who are consistently top of class in terms of performance, then this article is just what the doctor ordered.

Out of my endless list of sure-fire ways to become a better recruiter, below are just four simple things you can do that take very little time, very little effort, and not a ton of grey matter either. Incorporate them into your everyday work routine and see how the results will delight you and leave the rest of your team wondering how you became such a great recruiter (you don't have to give me any credit; tell them you thought of it by yourself).

### **1. Get candidates mentally involved in their new company before they actually start.**

This action item is so important and so very easy. Consider this: after a candidate has accepted an offer and given notice, they are now living in a surreal and unusual employment period as they work out their notice. This is a very dangerous time for the candidate and for the recruiter. The candidate is in uncharted territory from a personal and professional standpoint, and even if you did your best to make them counteroffer proof, there is always a real possibility that the deal can go south.

One way to keep the candidate focused on the new job and on track for a starting date is to get the candidate mentally involved in the new company before he or she actually starts.

There are endless ways to do it. Here are three:

- Call the candidate just to chat and see if there is anything they need or if they have any questions. This communication helps to keep the candidate's head in the game, and hearing your friendly voice will make them feel comfortable that they made the right decision, in case they are being wined and dined for a possible counteroffer.
- Take the candidate out to lunch and bring a few co-workers as well. Make the lunch part business and part social. This needs to be fun on the social end and informational at the business end, so be sure that you bring an article, white paper, press release, spreadsheet, or anything else that will get the candidate more deeply involved in the business of what they will be doing in their new position.
- Have the candidate stop by the office and pick the style for their new chair or the cubicle they like most. Make a few introductions and, while there, have them do a quick meeting with the team to toss around some ideas relating to their new position.

This is what mental involvement is all about. If you don't think you have the time to do it, you need to re-evaluate your thinking. If the deal goes south, it will take you lots more time to identify and close the deal with another candidate. Do you really have the time to do that?

### **2. Direct source candidates from other companies.**

This is the cornerstone of great recruiting and one of the singular characteristics that separate the best from the rest: the simple ability to pick up the phone, contact a candidate, and introduce yourself. Where it goes from there is anyone's guess, but that's not the point. Direct sourcing is a powerful tool, and if you can do it you can be a star.

Direct sourcing, or "reaching out" as my friends on the West Coast call it, is a great way to build a database, a pipeline, a referral network, and if you get lucky, a great candidate relationship. Furthermore, direct sourcing is the clearest demonstration of your ability; it catapults you above those who only use job boards, advertising, and the other anaemic methodologies used by just average recruiters.

As an aside, there is nothing unethical about direct sourcing, provided it is done professionally and with good taste. If your company has paid a single agency fee, they have simply engaged an outsider to do what their own recruiters could have done in the first place (hopefully) — and that is a silly waste of money.

### **3. Push hiring managers.**

Hiring managers never move quickly enough for my New York persona. There is always something I need them to do to help me close a deal, whether it's giving me a referral, looking at candidates I've interviewed, moving faster on making a decision, or partnering with me to close a deal. I drive the process hard and fast, always taking the hiring manager along for the ride in the event that I need additional firepower.

I suggest you do the same. As a recruiter, you are charged with hiring candidates, but that mission does not read that you are charged with hiring candidates all by yourself! Do you think you are there to support the hiring manager? You are, but try turning that paradigm on its ear and have the hiring manager support you — because if the hiring manager wants a new employee, working as a team will make it happen more effectively.

This is more than a tool to increase your effectiveness; it is a methodology that builds relationships, increases speed to hire, and enhances credibility by delivering results.

### **4. Follow up with candidates after the hire.**

This action item is so fundamental to recruiting that I fail to understand why everyone does not simply do this as a matter of course. Despite what many recruiters think, the job is not over after the candidate joins the company.

The first 30 to 45 days can be a make or break period of time for a new employee. Having that new employee leave for no good reason during that timeframe is sad and unforgivable.

I strongly suggest that you touch base with the candidate about two weeks into their new job, and again about one month later. All you have to do is pull them into a conference room and ask them how they are doing in the new position, if they are having any problems, and if they need anything to perform their job more effectively. Then be very quiet and let them talk. (Third party recruiters do this right up until the guarantee runs out or the check is cashed. Get the point?).

If things are good, that's great. If there is a problem, see what you can pull together to make the problem disappear. If you really want to go to the top of the profession, do a reversal and ask the hiring manager how the candidate appears to be doing. Once again, if all is well, that's great. If not, do what you can to pull things together and fix the problem. This type of follow up and intervention will catch small problems before they become big ones, and you will have fewer candidates who need to be replaced.

Woody Allen once said, "Fifty percent of life is just showing up." This is a good start, but imagine how different your life and career could be if you got it up to 90%? Please try these ideas; they will help catapult you to the top of our profession. Isn't that exactly where you belong?

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## Making the most of reciprocal links



Swiftpro Ltd recruitment software is always keen to extend its reciprocal website links network. The benefits of reciprocal links between websites can be considerable. Most people know that website links are important to search engines, but aren't quite sure why.

As Swiftpro Ltd can testify, a substantial link network can deliver real business benefits, such as increasing traffic to your website. The greater number of links that feedback to your website from other sites the higher your site is scored on search engine page rankings. This in turn improves your websites position in their list of search results. The higher your site is ranked, better your page position, the more business you get – it's that simple.

Just place a link on your website to [www.swiftpro.com](http://www.swiftpro.com) with or without the following short descriptor: *Swiftpro is a leading provider of advanced recruitment software.* Let us know by [email](#) and Swiftpro will gladly reciprocate.

### Beat the rising cost of online ads

The price of Pay per Click advertising is increasing, and will continue to rise as websites vie for traffic and the Internet audience's limited attention span. In such an environment online marketing and advertising budgets can be quickly swallowed up. However, reciprocal links from other website generally cost you nothing. Reciprocal links also have no time-limit or expiry date attached; they don't need to be overseen or managed once placed; there are no ongoing costs.

### Stable source of website traffic

Search engine results tend to improve dramatically for sites that implement good linking practices. At the same time a solid links network isn't subject to the same vagaries and ever-changing criteria that typify search engine operations.

### Increase brand awareness

The very act of asking for the link from another site is equivalent to an industry-specific press release, but the payoff here can be long term. You never know what opportunities will present themselves by making your presence widely known. The more links you have the greater brand awareness is generated. Brand awareness translates into higher click-through rates.

### Gain valuable market information

By studying link traffic patterns you can extract valuable marketing information, such where prospects are coming from, how to better place banner ads and identify likely partners or affiliates. By making your links page a useful source of user information you can also encourage people to bookmark the page, make return visits and recommend your site.

Building a reciprocal link network is excellent value for money as the links themselves are generally free. Of course, it does take time and require some resource to build your network, but you will benefit in the long term. Whether you're

a small, budget conscious company or a large corporate player, a links network represents an extremely effective source of website traffic and investment worth making. [Click here to visit our links page.](#)

**Start your links network today**

Place a link on your website to [www.swiftpro.com](http://www.swiftpro.com) with or without the following short descriptor: *Swiftpro is a leading provider of advanced recruitment software.* Let us know by [email](#) and Swiftpro will gladly reciprocate.

For more information about Swiftpro Ltd recruitment software and services call +44 (0)870 873 1270, email [sales@swiftpro.com](mailto:sales@swiftpro.com), visit [www.swiftpro.com](http://www.swiftpro.com).



## Improve your prospects

When making sales calls, like the Boy Scouts, it pays to be prepared. It demonstrates your professionalism, saves time and enables you to anticipate questions and overcome resistance. Today, with so many research sources available you should be able to find information on every prospect. Good places to look for information about your prospects include the Internet, newspapers, magazines, trade journals, friends, family and your colleagues. However, even experienced researchers and consultants sometimes find it difficult and time consuming locating the right information needed to build a solid prospect list.

As most dedicated researchers know, rather than trawl through pages and pages of search results on the Internet it's easier and faster to use industry specific directories, portals and jumpstations.

### Compound searches

Search engines build databases of keywords and phrases to help you locate websites. However, the way each search engine performs this task and the criteria it uses to rank and list results is different. It's worth reading the tips offered by each search engine on how to conduct searches. To perform a compound search for "recruitment software" on Google.com, for example, requires you type it within quotation marks. Otherwise the search engine will return all web pages about recruitment and software, which will run into hundreds of thousands.

### Concept search

Some search engines will locate related web pages using concept searches, even if the exact keyword or phrase you enter doesn't appear on a web page. Some offer related topic options or allow for weighted terms that allow you to define which keywords are most important to your search. Alter Vista offers Related Topics, for example and Google allows you to search for synonyms.

### Metasearch

Because no one search engine lists all the websites on the Internet, you've probably spent some time repeating searches on different engines. A Metasearch looks through several search engine databases at once, returning a merged list of results. Having performed a metasearch you might discover web sites listed in databases you don't regularly use or didn't even know existed. SearchAllInOne, Search.com and Mamma.com are just three metasearch engines you might find useful.

### What's New on the Web?

New websites are being added to the Internet by the thousands everyday, but it usually takes a number of weeks for a new site to appear on the big name search engines like Google, yahoo and MSN. The reason for this is the big search engines review and filter new website submissions before adding them to their databases. A way to round this is to use a search engine like Starting Point, which lists new submissions instantly. You can find a whole series of search engines and portals that offer a "What's New" feature.

### Search Engine Directories

Most search engines have directories that allow you to narrow down your search criteria to specific categories, such as travel, business, sport, companies, education,



health, entertainment, and jobs. One of the largest and most popular directories, Yahoo, allows you to see how relevant a website is to your keyword search by ranking the quality of the match. The most likely match is listed first, and so on. Check out the directories on Excite, Lycos, Infoseek and Yahoo.

## Newsgroups

Internet newsgroups are another valuable source of research information. The term newsgroup encompasses the whole spectrum of online forums, bulletin boards and discussion groups. You will find a newsgroup somewhere on the Web for just about any topic you can possibly imagine. Take a look at Deja.com (Google groups) and Usenet.org.uk for more in-depth information of newsgroups.

## What's in a name?

The suffix that appears at the end of a domain name or URL, such as [www.swiftpro.com](http://www.swiftpro.com) provides you with top-line information about that website:

- .gov for government
- .edu for education
- .org for non-profit
- .com for commercial
- .net for commercial/technology related

## Online & Local Libraries

There is a whole raft of digital and print information available to help you research prospects and possible new market sectors. Many of company reports, guides and trade periodicals are available to buy and download over the Internet. You will also find many business publications are available free of charged in the reference section of your local library.

Useful sources of business intelligence include

- Company annual reports
- Business guides and directories (checkout Key British Enterprises)
- Trade & business journals
- Trade association directories
- Government publications
- Local & national newspapers
- Specialty magazines
- Market research reports (usually charge a fee)

## Confirming client prospects information

After searching the Web you might have a list of potential prospects but don't have all the contact information you need to add them to your company database, make a sales call, send an email or post some direct mail. Before you start using fee charging business directories try using some tried and trusted information services that have successfully migrated from print and telephony to the Internet.

A paid service by telephone, BT Directory Enquiries online offers you 50 free searches a day. You can search for an individual or company by name, town, street and post code. The service provides basic information such as address, telephone and fax numbers. You can find BT Directory Enquiries at [www.BT.com](http://www.BT.com).

The Thomson Local Directory also offers a free search facility. The major difference between this and BT's directory service is that you can send emails directly from the page listing, and connect to the company's website. Yell.com, Kellysearch, Askalix also offer comprehensive online business listings free of charge. If you want European or global company information then Europages European Business Directory and Kompass, which list 1.9million companies in 75 countries, are good places to start. They offer basic contact information free of charge.

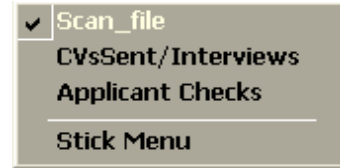
### **Prospecting for candidates**

Just as important as building your client base is attracting high quality candidates, especially in areas such as medical, legal, finance, education, public service and government recruitment. As many of you will already know, numerous company and organisational website freely list the names, titles, direct contact details and even biographies of their people. Many universities, libraries, government departments, charities, law firms, NHS hospitals, healthcare trusts and multi-nationals have dedicated People Finder sections as part of their website architectures. It might take you a little time to locate these sites but the reward for placing a top public or private sector professional will make your efforts worthwhile.



## A closer look at the CVPlus Visual Scan File

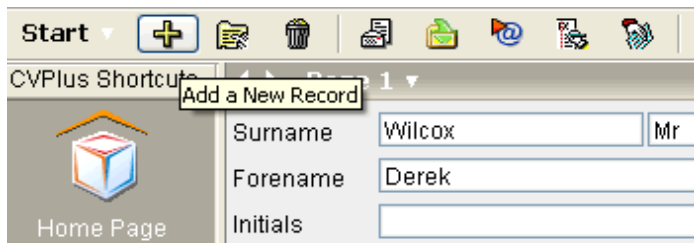
Working closely with our clients for more than a decade, Swiftpro has gathered invaluable industry knowledge that helps us offer you the best recruitment software and services. We know that one of the most critical tasks for a recruiter is the ability to organize and manage the large volumes of CVs you receive every day. That's why Swiftpro CVPlus Visual offers you a complete range of flexible tools and options for processing, updating and sending CVs.



In this editorial we are going to take a closer look at the CVPlus Visual Scan File tool. Using the Scan File tool, you can create an applicant's CV in .doc and .txt formats. A Doc format CV is created in Microsoft Word directly within the application, while the scan file CV is a text version of an applicant's CV that is attached to their data record or profile card. Keywords (used by the system for search and match purposes) and contact details are then extracted from the CV and transferred into the database, creating a complete applicant record.

### Create a Scan File CV

Imagine you have received a CV by email, which is not in the appropriate format, or you take an applicant's details down over the telephone. In these situations you have a couple of choices.



First, you click on the add a new record button in the Applicants Module, check that the applicant isn't already in the database using the Add Plus form, and then type the details into the blank fields of the profile card.

Alternatively, maximize the Scan File panel. Then type details or cut and paste a CV directly into the Scan File panel. You can also insert labels such as Name, Address, Marital Status, Date of Birth, etc. which will identify contact data and key skills for this applicant.

### Create a .doc format and scan file CV from Microsoft Word



The other option you have is to create a .doc format CV within the application. You can then generate a scan file version of the CV. Simply go through the following simple steps:

1. Maximize the Scan File panel, open Microsoft Word and create your CV.
2. Use the SwiftSave button on your toolbar to save the CV in a .doc and .txt format.



## How to create an applicant record from a CV?

Okay, so you have a .doc format CV, which is displayed in Microsoft Word within the application and a .txt format CV, which you can view after selecting Show TXT in the Scan File tool. Now you can transfer all the contact details and skills from the applicant's CV into the database in two simple steps:

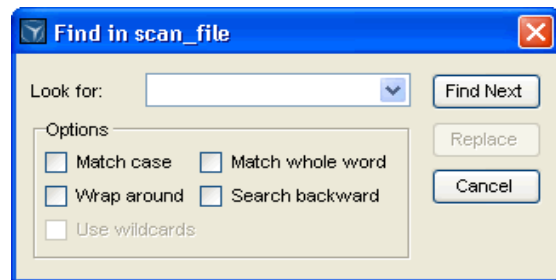
1. Select the scan file CV in modify mode. Here you can make changes to the CV if necessary.
2. Transfer the applicant to the database. You can select to transfer keywords only or keywords and contact details.

## View keywords

The Highlight Keyword option allows you to instantly view all keywords in a CV. All keywords within a Scan File CV will be highlighted in blue. When you search for applicants with specific skills, the keywords used in the search criteria will be displayed in red, and underlined.

## How to search for a word or phrase in a CV?

If you need to find a word or even a whole phrase, you can use the Find option that is available in the Scan File for a .txt format CV. You can look for a particular word or phrase and replace it should you need to.



## Create CV versions

There are occasions when you will want to send slightly different versions of an applicant's CV to different clients. For each applicant you can create nine variations of the main CV with CVPlus Visual. You have to select the number for a version, open Microsoft Word and create the new CV. For each version, you can view the reason for creation, date when it was done and modified and who did it.

## Modify a CV

You can modify an applicant's main CV either in Scan File panel or Microsoft Word. The other versions of the CV can only be modified in Microsoft Word. When you modify main CV, you may choose to delete all other versions or keep them. After modifying a .doc format CV, you have an option to apply the changes to the scan file CV or leave it unchanged.

## In summary

The CVPlus Visual Scan File tool allows you to process and modify a single CV, create numerous versions and transfer an applicant's skills and contact details directly into to the database. In the next edition we will take a closer look at how to process a large volume of CVs using the powerful Applicant Exchange Intray tool.



## Access anywhere – the pros and cons of thin client

It's becoming increasingly important for recruitment consultants to access their office database remotely from home, a client's site and the Internet. That's why CVPlus Visual offers recruiters the ability to manage their system centrally using 'thin client' infrastructure. Basically, thin client technology allows a company to hold and manager its applications on a central, secure server. Consultants can then access the server from desktop PCs, low-cost network terminals, and from the Internet. This means greater business continuity because everyone has access to the same pool of up-to-the-minute data rather than valuable information being isolated on individual machines.

The adoption of a thin client infrastructure will depend on any number of factors including a company's size, organizational complexity, current business needs and future aspirations. Integral Legal Recruitment, for example, currently operates from offices in Reading, Bristol, Birmingham and Manchester. Thin client architecture allows them to add new users and new offices quickly and relatively cheaply. Their network terminals cost less than half the price of office PCs, require less support and are more secure.

In fact, a recent study by IT market research company Gartner concluded that while the average price of a desktop PC is £425, the lifetime cost for support and maintenance is nearer £2000. However, the appeal of thin client system architecture does not depend solely on it being cheaper to buy than its PC equivalent. The main attraction for IT managers is the opportunity to remove valuable software and data assets from vulnerable desktop and relocate them in a data centre, where they are more secure, easier and cheaper to manage and maintain.

Greater control and manageability is one of the key benefits of a thin client approach. Centralised management enables the rapid deployment of new applications, for example, faster, easier support for users, and more control of system assets. Added to this the system offers better security and reliability for a large client company such as Crown Agents with 300 network terminals, a big IT department, and who deal in secure online financial transactions as well as recruitment.

Thin client computing makes it considerably easier for a busy IT department to deploy applications to a large number of users including remote workers. It also makes administration a far simpler task. Imagine the time and hassle it takes upgrading an application on 300 PCs. The thin client alternative means it only has to be done one on the server.

Despite all the advantages, a couple of barriers continue to discourage people from migrating to thin clients. Many users are reluctant to exchange their personal computers for network terminals. They regard their office PC as an extension of themselves, doing everything from choosing their own wallpaper to downloading music, games and software. The new blade PC seems to offer a solution, allowing

you to house applications and data on a central server while retaining the individual character of the personal computer.

The second barrier to overcome is a company's reluctance to abandon its existing infrastructure, and the investment it represents. Most IT departments recognize the value of centralized control and management of applications, security benefits and support cost savings to be gained from thin client. Nevertheless they balk at the prospect of migrating heavily relied on legacy systems and remain stubbornly unconvinced that all applications work just as well in the thin client environment.

What does seem certain is that while the desktop computer continues to rack-up IT support and maintenance costs, and raise more security questions than it answers, the move toward thin client will continue.

Click here for more information about:

[Integral legal recruitment](#)  
[Crown Agents](#)



## Spyware prevention and cure

We are becoming an evermore security conscious society. We are constantly monitored by CCTV, chip and pin has replaced signatures, and everything else in our lives is alarmed, locked or password protected. Even so we blithely venture onto the Internet, download software, music and games without giving the consequences a second thought. After all, if you have a firewall installed and anti-virus software, what's to worry?

Well, firewalls are great for blocking the unwanted attention of hackers, but do nothing to protect your computer from spyware and adware that can be unwittingly downloaded on the back of freeware programs, music files and movies. Worse still, you might download a virus that once inside your system is free to wreak havoc. So what can you do?

Before you download anything from the Internet ask yourself some simple questions. Can you trust this website? Do you really need the freeware or shareware on offer? How does this company benefit when they offer you something for nothing? What's the catch? The likelihood is that your so-called freeware is in fact bundled with spyware or adware, which generates the revenue to cover this company's costs, and then some. File sharing utilities, popup blockers and browser toolbars are just some of the common programs that bundle spyware and adware.

Unscrupulous websites might also try and trick you into installing spyware or adware in the guise of a browser extension that you will supposedly need to view a particular webpage. Beware. Don't download anything you're not sure is a legitimate browser extension, such as Adobe Acrobat Reader, for example. Just leave the site. However, the most divisive of the Internet's shadowy websites will exploit flaws in your browser to pour poison directly into your computer. You can partially protect yourself by keeping your browser updated with the latest security patches. You should also endeavour to avoid these dodgy websites like the plague.

The next question is how do you diagnose the symptoms of pernicious spyware infection? Common tell-tale signs are things like your computer running much slower than normal; annoying pop-up ads appear with increasing regularity; and your computer settings have mysteriously changed without your intervention. Even more worrying, many of these programs are designed to collect private personal and business information without your consent. They also frequently disable or interfere with genuine programs and cause your systems to crash. This is bad enough for personal computer users, but can be particularly damaging to businesses. Crashes and systems failures will cost your business money.

If your computer presents any of the symptoms of spyware infection you'll be glad to know there are a number of cures. Microsoft Antispyware (Beta) is a free to download anti-spyware program. It's quick and easy to install, and allows you to scan your system manually and automatically for contagion. The software then isolates suspect programs allowing you to quarantine or remove them. The application also helps prevent your system becoming infected in the first place with its real-time protection feature.



Similarly, Lavasoft Ad-Aware and Spybot Search & Destroy offer genuinely free downloads of their popular and effective anti-spyware and anti-adware products plus regular updates. One final word of warning, only install anti-spyware from a recommended, legitimate provider. Some spyware is packaged and peddled as the cure rather than the cause, so be on your guard.

For more information & free anti-spyware downloads

[Microsoft Antispyware \(beta\)](#)

[Lavasoft Ad-Aware](#)

[Spybot Search & Destroy](#)