

**“I already have people in the loop, that I am interviewing,
or that I am about to hire”**

Rebuttal #1: *“Well, I know from experience that the methods that you have described can attract good candidate – and the person you’ve got in front of you may be the perfect fit for your firm. However, I also know that in today’s marketplace it’s wise to not put all your eggs in one basket. What I am suggesting is that you compare my candidate with those that you are interviewing now. I am confident that he will exceed your requirements and could potentially be a better hire than who you’ve got in front of you currently. At the end of the day, it costs you NOTHING to look – you pay zero until we’ve found you a great fit. Are you open to talking to my candidate and not putting all your eggs in one basket?”*

Rebuttal #2: *“Let me ask you a question. Tell me who you’ve interviewed?” (We can’t do that) “Sure you can. Let’s try it until I fail. Tell me the name of one candidate, and I’ll tell you everything about them that I know. And if I can’t, that’s okay, but I’ll tell you what I know – good or bad.”*

(Engage in market mastery dialogue about who they have interviewed. The more – the better.)

“I’m not asking you these questions to show you how much I know – I’m asking to get an understanding of what you are looking for. Obviously, you didn’t like any of them, because if you were truly ready to hire one of these people, you would have said ‘our position is filled’. So tell me why you didn’t hire any of them – because in my opinion, you should have hired (name of best candidate the interviewed) because he was the best one of the bunch you described. So what are you really looking for that (name of candidate) didn’t have?”

Rebuttal #3: *“Since you are at that stage with those other candidates, have a conversation with mine. One of only three things will occur. One is that you will determine that my candidate is not as good as them, in which case you’ll feel that much better about the person you do hire. Two – they are equally as qualified, in which case it’s a flip of the coin. And three, you’ll find that they are actually better, in which case the act of talking with my candidate will save you from not making the wrong hire. Are you open to spending ten minutes with my candidate, to make sure you get ten years out of the right one?”*

Rebuttal #4: *“I have no problem coming in at the 23rd hour with an all-star unless you think it simply isn’t worth it. I can think of at least 10 times throughout the years that a client had all but made up their mind about a hire and then at the last minute the PERFECT candidate walked through the door. At times it has been someone that I didn’t present. My advice to my client? Hire the right person for the job. Just because they were on the ‘verge’ of hiring should never preclude them to ignore viable options as it just doesn’t make good business sense. At the end of the day you have nothing to lose and everything to gain considering all options. Would you agree?”*