"This position is not fee-worthy"

Rebuttal #1: *"If it's not fee-worthy, my recommendation is to go fill it on your own. When it becomes a point of pain, and has a more definitive timeline, that's when it becomes fee-worthy. Call me then. Unfortunately, at that point more than likely the pain of it not being filled is truly detrimental to the team – so I'd offer that we can partner our efforts together to make sure that if it does become fee-worthy, we have a pipeline of candidates for consideration. Do you want to try it on your own first, or work in conjunction with us to make sure you have backups if it's not as easy as it seems to be to fill?"*

Rebuttal #2: *"How long have you been on the search and what have your results been so far?"*

"Here's my recommendation – look at those resumes, absolutely evaluate those individuals, but also have a conversation with my candidate. Because ultimately, what does a conversation cost you? Nothing but time. If after you talk with him, he's in the bottom half of who you are considering – then you are right to hire your own. But can you say for certain that my candidate is in the bottom half of who you will get on your own?"

Rebuttal #3: *"Understood. Is that because it is a small fee or you don't feel like it will be hard to fill the search? I assume that your time is valuable and that there is an expense associated with you searching on this yourself. The other thing to consider is the opportunity costs that are tied to you not doing what you were hired to do. Is there work that will suffer because you have to fill this position? Are there things that will have to take a back seat because you are scheduling initial interviews and checking references? Mowing my yard is pretty easy but I would much rather pay someone to mow it so I can spend my free time with my family. Does that make sense?"*