

“We have to post the position internally before we can go outside of our company”

Rebuttal #1: *“I absolutely understand that. But my guess is that if you really had someone internally that you wanted to promote, you would have said “we have no openings” because in your mind, the position is filled. Here’s what I would suggest - you go ahead and post it internally, and I’m willing to take the risk of having it filled by your own person. But I don’t want to waste any time while you go through those motions – I’m fully prepared to take 100% of that risk. Even if you do fill by internal promotion, you’ll still need someone to backfill that other position, correct?”*

Rebuttal #2: *“What if the best candidate isn’t internal and you can have someone uncovering external candidates to compare to your internal ones? I’m sure you don’t want to operate in a vacuum – and its fine if you don’t hire one of my candidates. I simply want to run alongside of your efforts. At the end of the day, whether you hire from the outside to fill your position, or you promote from within and need to backfill the other position, you still need external talent in the mix. Can I run alongside your internal efforts?”*

Rebuttal #3: *“I would prefer that you do. However, if a person from outside your organization can bring a level of expertise that currently doesn’t exist within your team, or bring a type of background that’s breadth and depth is much wider and deeper than what you currently have, would you not want to consider that individual as well?”*

Rebuttal #4: *“Is this standard operating procedure and is somewhat of a formality or do you sincerely think there may be someone internally that is a fit? If it is the first or the second, I would still recommend spending a few minutes discussing the opportunity with me and I can supplement your efforts with qualified, interested candidates. What is the biggest impact that the right person can make in this role?”*