

**“Send me a resume and if I’m interested,  
we’ll talk about an agreement”**

**Rebuttal #1:** *“I can blindly send you a resume but ultimately it will probably be a waste of everyone’s time if I am not hitting the mark. It’s kind of like asking a realtor to show you some houses without first discussing what kind of house that you are looking for. Most of the time with that realtor will be spent driving around looking at homes that aren’t even close to what you are really wanting. How would you feel if I were to simply send your resume out without having a dialogue or any idea if the position is a fit?”*

**Rebuttal #2:** *“Let me share with you a quick story. I recently sold my car, but sold it myself – no dealer involved. I posted it on Craig’s List and thought I’d see what happened. I got a lot of people who contacted me, wanted to come out and test drive it – perfectly understandable – and a great buying sign, right? So I have this one guy who comes out to our office and wants to test drive it. I ask for his license so I can make a copy. He doesn’t ‘have it on him’ he said. Do you think I let him drive off in my car? No. Why? BECAUSE I’M RELATIVELY CERTAIN THAT HE WAS GOING TO STEAL MY CAR. Now, maybe he was a really nice guy, and has zero history of theft. But can you imagine the phone call that I would have had to make to the police? Hi, yes my car has been stolen, well they didn’t break in I gave them the keys, no I don’t have their information...I would look like an idiot. So, that being said, would you have let that guy test drive your car without making a copy of his license?”*

*“A contingent agreement means that you only pay me if you decide to hire the candidate. It is very simple to read and I can have it emailed to you in the next 20 seconds. I want to make this as simple as possible. At the same time, I would question ANY professional that just sends confidential information out ‘hoping’ that they weren’t going to get taken advantage of at some point and time. Bottom line is that you only pay a fee if, and only if, you want to. Fair?”*

**Rebuttal #3:** *“When someone asks to see a resume, it usually means that they aren’t yet sold on this candidate – they still have some hesitations or questions about him/her. Odds are, a resume isn’t going to clear anything up for you at all. Why don’t we do this – give me a time that works for you – a 10 minute time slot. I will have (candidate) call you and you can have a brief conversation about his/her background and experience. You will both go in to that conversation knowing that you aren’t on the hook for any further conversations – unless both of you agrees. 10 minutes – that’s less than we’ve spent on this call. What time works for you?”*

**Rebuttal #4:** *“I can send you the perfect resume and you’ll be excited about it – but why don’t you just tell me what it is you really want. Sending you a resume means nothing – how about I send you a guy you can actually hire that’s an A candidate you can land. Me being able to find you the person that you can **actually hire** is what’s more important. Are you interested in a resume or interested in a hire?”*

**Rebuttal #5:** *“Honestly?” (laughing) “I can’t do that – but I’m sure you’ve talked with enough recruiters that you know that is not how this works. I cannot just forward you a resume without an agreement in place for a few reasons. Number 1, it would circumvent the idea of me getting paid to feed my family, which is certainly not going to work. Number 2, we take candidate confidentiality very seriously. The majority of our candidates are more passive candidates who just receptive to considering change, but they’re not actively looking for anything. If that were the case, their resumes would be posted on Career Builder and you’d already have pulled it by now. We tell our candidates that we aren’t just going to send their resumes over without their permission. Now, I can go talk with **them** about **you**, but I can’t do that until I get an agreement in place. So let me ask you this – it’s not a matter of if you **can** sign an agreement, it’s just a matter of **when** you sign it, correct?”*

*“So let’s get one in place, and that way I can talk to **them** about **you**, and **you** about **them**. Fair?”*

**Rebuttal #6:** *“One of two things usually happens when someone tells me that. It’s either (A) – I didn’t do a good enough job presenting myself and my services, and you are just trying to find a way to get me off the phone. If that’s the case, I appreciate your honesty. Obviously I didn’t do a good enough job in my presentation to spark any interest in talking with me further. If that’s not the case, then it’s (B) – you just want to see the resume – which gives you the information equivalent to someone filling out a job application. Understand that I spend hours on the phone with the candidates that you are asking me to send the resumes of, and I can give invaluable insight about their backgrounds, strengths, and weaknesses...and talked with the people that they’ve worked with on these projects who will give you even better info sometimes than the interview itself. Bottom line, is that I need to give you info that you aren’t going to get from a resume – I’d rather talk to you about the person because if you are just paying me to send a resume, I think you’ll pay me way too much for that type of a service. Are you in a spot where I can give you some insight as to why I specifically picked up the phone and called **you** today?”*