

“We’ve had a bad experience with recruiters in the past”

Rebuttal #1: *“Unfortunately, the cold hard truth is that search firms are no different than (their industry) companies. There are a lot of good ones and a few bad ones. And naturally, I’m going to tell you that we’re not just one of the good ones, we’re the best - which is why we (insert track record/statistic of your firm/team). The only thing I can tell you is that I have a history of success, and I don’t have a list of references – I have a list of clients and their cell phone numbers. What I would encourage you to do is reach out to some of my clients, ask them what their experiences were, and then take a chance on us. I will earn your respect – but you have to be willing to let me earn it. Are you open to that?”*

Rebuttal #2: *“Let me ask you this – have you ever gone out on a bad date? You were totally pumped up based on what your friend told you about the guy/girl, you thought that this date would be the last first date you ever had to suffer through, and 10 minutes into dinner you were trying to figure out how to stage an emergency situation and get out after the appetizer. Have you ever had a situation like that?”*

*“Did you swear off dating altogether? No. You learned just a little more about what you didn’t want and were that much smarter going into your next date. You probably made the conscious decision to not take any recommendations from that friend again. But that doesn’t mean that you are banished to a life of solitude. Now, I would love to tell you that I’m a great first date, and that you will want to marry me by the end of dessert – but that doesn’t sound any different than what you’ve heard before. What I **can** give you though is a list of all those who did want to marry me after our first date – it’s our client list of referrals. You’d believe them much more than you’d believe me – sound fair?”*

Rebuttal #3: *“I can understand why you would be hesitant to go down this road again. Share with me what didn’t work with that recruiter, and if I can customize our terms and process to prevent something like that from happening again, would you be open to partnering with us?”*

Rebuttal #4: *“I’ve had a bad experience with a mechanic too - but that doesn’t mean that I’ll never take my car in again to get it fixed. It just means I won’t make the mistake of going back to that same mechanic again. I still need to maintain my vehicle; you just choose wiser next time when you pick a mechanic. I get that you don’t like recruiters, because I don’t like a lot of them either. What you need to do instead is look at the list of a dozen references I’m sending you right now. If they say don’t use me, then you just avoided another bad mechanic. If they say I’m good, trust them.”*