

## **“We are using another search firm”**

**Rebuttal #1:** *“Let’s assume for a moment, that there is no way I will get you to dump your current relationship in favor of a new one...but let me ask you, do you think your recruiters take people out of your company? And do you think that you represent the entirety of their client list? Are they doing business with anyone else?”*

*Then it is safe to assume that as an ethical firm, they aren’t willing to take people from their other client companies as well...that means there is an entire segment of the population that you never even get a shot at. Some candidates that might be desirable that never even get to hear the (name of their firm) story.*

*Why don’t we start a relationship this way: Get a list of your current partner’s client list, and we will work together with the stipulation that I can only present people from companies they can’t source from. Sound fair?”*

**Rebuttal #2:** (Shorter version of Rebuttal #1) *“I’ve got that same kind of great relationship with my best clients so that actually makes sense to me. I’ll tell you what - give me the opportunity to run alongside their efforts. There are probably a few firms that they can’t recruit from that I can. To get full coverage of the market, let me just work alongside their efforts. I’m not asking you to fire them and hire me – just let me compete with their efforts and maybe then you’ll get 100% coverage of what’s out there. Is there any reason you wouldn’t be open to having me reach out to those hands-off companies?”*

**Rebuttal #3:** *“I know when that requisition hits your desk, you are on the hook for coming up with some good people and it sounds like we might be able to help you with some of these more challenging ones. Are you open to the possibility that how you are working with recruiters is one of the reasons you are struggling with some of these positions?”*

**Rebuttal #4:** *“That’s fair, and to be candid with you, I’m not asking you to abandon that relationship. What I am asking you to do is compare our results to theirs. If nothing else, you will be that much more comfortable with the current firm you are using, if you decide to continue that relationship. Are you open to comparing my results to theirs?”*