

“Your firm recruited away my (person) – why would I ever work with you?”

Rebuttal #1: *“Honestly, you just answered your own question. Just to be clear - what we can do to you, we can do for you. You may not like that answer, but until you are a client you are a source. You may not like that answer either, but you won’t appreciate it until you are a client.”*

“Was the guy good?” (pause) “He was one of your best guys, wasn’t he. If we can do that successfully, we can help you do the same thing. You may think it’s predatory, you may think it’s evil, but that’s what you are paying money to find. Yes, I took a great guy out of your company and placed him with my client – which is exactly why you should work with us.”

Rebuttal #2: *“I know the specific situation that you are referring to and I know it’s disappointing to lose someone of that caliber and talent. I want you to understand that it wasn’t done maliciously or intentionally to harm your firm. No different than you do your job all day, we were doing ours, which is simply to present people with opportunities – no different than we would do for you if you were a client. If those people are open to learning more, we make the introduction. I know it’s frustrating when you aren’t a client, but you’ll be loving us when you are – and I have several of your peers as references for you to connect with that will say the same thing. I want to earn the opportunity to have you loving us – what’s the best way to do that?”*

Rebuttal #3: *“The nature of our business is that you are either a client or a source. Up until this time, you haven’t been a client, and I know it’s upsetting but I don’t think anyone would be happy retaining me to fill positions if I was fearful of stepping on the toes of source companies. That being said, you guys are a great company and you are usually pretty hard to recruit out of because you take care of your people and are a good organization. Our ability to really get to know (name of candidate), scratch beneath the seemingly content surface and uncover (name)’s desire to make a change in his career is a testament to our skills and what we can do on your behalf. If there’s another firm out there that you are considering, and they haven’t ever recruited anyone out of you – I’d question that firm’s ability to truly recruit the higher achieving candidates. Wouldn’t you prefer that we are uncovering those candidates for you instead of within you?”*

Rebuttal #4: *“I 100% understand why you would feel that way and respect your position. At the same time it is a relatively simple situation. If there are 10 (type of) companies in (city) and I have 3 (type of) companies that align with our firm, then the other 7 (type of) companies have to be sources. If I were to try and do business with all 10, then I would be doing exactly what most people in your position hate: Recruit from and for the same company. I will take responsibility for not making a stronger effort in making you a client but can’t apologize for you being a source. What can we do to change that? Are you open to doing business together so we don’t have to have this conversation again?”*