

## GENERIC MPC SCRIPT #3

**Introduction:** *"Hello, this is (name) with (firm), and we specialize in (FILL). In short, I work with a few select clients and focus on critical roles; I'm not a staffing agency working with craft or entry level people. I work on full (specialty area)."*

**Body:** *"I've been in executive search for (#of) years and worked in some very competitive industries, and it's clear that my approach of 'looking for people who aren't looking' is uncommon in this industry. It is only after I have had in-depth discussions with them about the strengths and shortcomings of their current situation do they ever even consider exploring new opportunities – and some of these conversations occur over not just a week, but months and in some cases, years.*

*This approach means that you'll see resumes from people who you don't know and who don't have a resume floating around. I submit to you that **these** people, who are happy in their work are **absolutely** the type of people that you'd like to see on your team.*

*Here's why I'm sharing this with you – I have an individual that I've recruited that is not an active candidate. Your HR department does not have his information, nor will they ever get it through publications or job boards. However, based on the parameters of what he is looking for in his next organization, I thought you would at least want the chance to review his background."*

**Close:** *"I can't think of any reason that you wouldn't want to at least review his resume, except the obvious discussion of what the risk is to you. I want to make it clear that until he comes to work with you, you owe me nothing – similar to how if you search on American Airlines for possible flights for your next vacation, nothing happens until you buy the ticket. That being said, I'll send over our standard contingent agreement and once I get that back, you'll have his resume and detailed info in your inbox within 5 minutes. Is there any reason that I can't get that resume to you by the end of the afternoon?"*