



## IS IT CLOSE CANDIDATE EXAMPLES

### EXAMPLE 1:

**SC to CANDIDATE:** *"Alright Bob, let's brainstorm here a moment. Is the reason you haven't accepted this offer because of the compensation?"*

**CANDIDATE:** *"No, the compensation is fine. I feel better now that I've talked with their legal counsel and understand how equity works in a private company."*

**SC:** *"I'm sure you agree that the compensation is fair, and that you got a good understanding of how their equity program works. Is it that the options they are offering aren't comparable to what you currently have?"*

**CANDIDATE:** *"No, actually I was pleasantly surprised."*

**SC:** *"Okay then, is it that you're still struggling about the housing situation?"*

**CANDIDATE:** *"Most definitely. It's worse than I thought."*

**SC:** *"How is it worse than what we talked about before?"*

**CANDIDATE:** *"Well we actually have a second loan on our house that would need to be paid off too. I looked at the balance last night, and it was \$20,000 higher than I had in my mind."*

**SC:** *"I can understand how that is a concern."*

**CANDIDATE:** *"Yeah it's kind of embarrassing that we even have this second loan, especially considering what I earn."*

**SC:** *"These things happen. Let's talk about what it would take to allay those concerns and accept this offer. Perhaps the company can offer a sign-on bonus or increase the relocation allowance..."*



**EXAMPLE 2:**

**SC to CANDIDATE:** *"Tamara, if you were completely satisfied with your current situation, you and I surely wouldn't have gotten so far along in our conversations. There must be something holding you back from sending me your resume for this position. Is it that the commute is a little longer?"*

**CANDIDATE:** *"No. It's doable."*

**SC to CANDIDATE:** *"Is it because your husband isn't on board with you making a move?"*

**CANDIDATE:** *"Not at all. He is actually very supportive."*

**SC to CANDIDATE:** *"Is it because you don't know enough about the responsibilities you would have in this new role?"*

**CANDIDATE:** *"No. You've done a great job of explaining the opportunity and role."*

**SC to CANDIDATE:** *"Well then is it because you are waiting on a raise or bonus?"*

**CANDIDATE:** *"No. I got both of those two months ago and won't get another raise until the end of the year."*

**SC to CANDIDATE:** *"Are you concerned that the compensation won't match or exceed where you are now?"*

**CANDIDATE:** *"Candidly, I heard that company doesn't pay as well as others."*

**SC to CANDIDATE:** *"Thank you for sharing that. Assuming that the compensation can meet or exceeds your expectations, is there any reason why you can't get me your resume so I can arrange an initial exploratory conversation, just to see if the opportunity is of further interest to you?"*