

REDUCE TO THE RIDICULOUS CLOSE

CLIENT EXAMPLES

- 1) **CLIENT:** *"You're saying that it's going to take a base salary of \$65,000 for Garrett to accept the position?"*
- SC:** *"Yes, as we discussed when I first presented Garrett, he would likely come back with a number in the mid-sixties, given the significant increase in responsibilities that your role requires."*
- CLIENT:** *"Right, but I was hoping that his definition of mid-sixties was more like \$62,000. That's really the number I'm most comfortable with."*
- SC:** *"Is that because of internal equity or budgetary reasons?"*
- CLIENT:** *"Mainly budget reasons. I would have to re-allocate some monies to come up with a salary of \$65,000."*
- SC:** *"Why don't we look at it from a different viewpoint? We're talking about \$3,000 more annually. How many pay cycles does your company run each year?"*
- CLIENT:** *"Twenty-six. We pay bi-weekly."*
- SC:** *"Okay. Grab a calculator and take that \$3,000 we need to land Garrett and divide it by twenty-six. What do you get?"*
- CLIENT:** *"That's \$115.38 per pay cycle."*
- SC:** *"Right. Same as \$250 a month. Is there anywhere you can pull that \$250 a month from so that we can bring Garrett on board?"*
- CLIENT:** *"I get it. I think I know where I can pull that money from!"*
- 2) **CLIENT:** *"Your \$19,500 fee is coming out of my budget. It only makes sense to hire one of the candidates that don't have a fee attached. I'm under a lot of pressure to save money!"*
- SC:** *"I can appreciate your concern Simon. Candidly, you shouldn't pay us anyway; that is, not unless my candidate (Jerome) is far and above the caliber of candidates you can find on your own. We already know that Jerome has a track record of staying with organizations for an average of five years. We also know that his sales are substantially higher than the candidates you've been able to source through job boards. Right?"*
- CLIENT:** *"Yeah that's true. Jerome booked \$600K last year and my top picks are each around \$500K."*



SC: *“Well that’s quite a difference in productivity. Assuming Jerome’s sales stayed at \$600K each year; which we know would be silly because the guy is on an upward trajectory, but let’s just say he would bring a minimum extra \$100K per year to your company than the other guys. That’s \$8,333 extra a month, each month and every month, for the next five years! Our \$19,500 service charge breaks down to \$3,900 per year over the next five years. Simon- that’s a mere \$325 a month and you’re still getting over \$8K more a month in revenue from Jerome! The reality is that the guy will have paid for his own fee in his first three months. You’ve literally got nothing to lose!”*

CLIENT: *“You know that actually does make a lot of sense to me.”*

3) CLIENT: *“I would like to hire her, but it’s slightly more than what we had budgeted. I’d like to try and bring her in for less. I know she wanted a salary of \$70,000, but that’s more than we anticipated.”*

SC: *“That’s a fair point-let’s talk this through. How much were you originally thinking you wanted to pay for this position?”*

CLIENT: *“Well, I think we would be more comfortable staying under \$70K. We may be able to go as high as \$68,000, but that’s a stretch.”*

SC: *“So we are really talking about a gap of \$2,000. Although \$2,000 is not that significant of a gap, it is important that you understand that offering her anything less than the \$70,000 that I have pre-closed her on will not guarantee that she will accept your position. So again, the gap we are looking at is \$2000 and with fifty-two weeks in a year, it breaks down to less than \$40 per week or about an extra \$1 an hour than what you had budgeted. We know she would be a great addition to your team, otherwise you wouldn’t have gotten this far in the process or this excited to bring her on board. If she is the great hire we all expect her to be, will that \$40 extra a week really have made a difference?”*

CLIENT: *“Well when you break it down like that, it makes a whole lot more sense to push for the \$70,000 and get her on board.”*