



BALANCE SHEET/ BEN FRANKLIN CLOSE

CLIENT and CANDIDATE EXAMPLE

CLIENT EXAMPLE

SC to CLIENT: *"I can understand why you are having a difficult time making this very important hiring decision. One of the best tools I know of that will help you in your dilemma is to put all of the facts down on a balance sheet. I often advise my candidates to do the same thing. Take a piece of paper and put a line down the middle. Label one side 'reasons for' and the other side 'reasons against.' We'll begin by making a list of all of the reasons why Robert would make a great addition to your team. Next we will list any apprehensions you may have. This is your decision so naturally you will drive this process, but I'll offer some insights too. Now let's get started talking through some of these points."*

CANDIDATE EXAMPLE

SC to CANDIDATE: *"I understand why this is such a huge decision for you and your family. I recommend putting pen to paper and writing out the reasons for- and the reasons against- moving forward with this new opportunity. Take a piece of paper and put a line down the middle. Label one side 'pros' or 'reasons for' and the other side 'cons' or 'reasons against.' We'll be looking at things like location, boss, position, compensation, benefits, work hours, company; and anything you deem relevant to your assessment. Since it's your decision, I plan to mainly listen, but will chime in when I have some insights to share. Sound good? Now let's get started."*