

## **SIMILAR SITUATION/ FEEL FELT FOUND CLOSE**

### **CANDIDATE EXAMPLES**

- 1) **SC to CANDIDATE:** *“Rob, I know you are hesitant to take this offer, given that we were expecting a different title. This reminds me of another candidate I placed with this company. I had originally contacted Tom about a Vice President role. He interviewed for the role of Vice President but my client came back and felt he wasn’t quite ready for that level. Instead they offered him the exact title and level he had with his current firm. I can tell you that I went to bat for him to get the higher title to no avail. Tom struggled with his decision but really wanted to join the company. The SVP (his future boss) assured him that he was likely to be promoted quickly, and not to worry. Tom somewhat reluctantly conceded and accepted the position at the lower level. Well guess what? I got a call from Tom two weeks ago- just ten months after he started and he got that promotion! In my opinion, the wait was worth it. When you look at Tom’s career path, it now tells a story of joining a company and being quickly promoted. I can envision a similar situation for you as well. Let’s not let this hold you back from moving forward with this offer!”*
- 2) **SC to CANDIDATE:** *“Thank you for sharing with me that you are hesitant about sending your resume because you don’t want to commit yourself to this new company. While it may feel like you are making a commitment, you’re truly only agreeing to explore the possibility of being considered for this role. Many others have felt the same as you. I’m merely presenting you an option. The first step is to send your resume so that I can present you to the company. If they are interested, we will set up and interview. Just like others who have been in the exact situation, they had to take that first step before they found out whether or not it was the right opportunity. Can you go ahead and get that resume over to me today so we can explore this possibility?”*
- 3) **SC to CANDIDATE:** *“Based on what you’ve shared with me, I can appreciate that you’ve got a twenty minute commute right now and the company I’m talking about would increase your commute to an hour! One of my other candidates was recently faced with the same dilemma. He ended up accepting the opportunity with my client, and found a train near his home that actually drops him two blocks from his new employer. The irony is that he loves taking the train-it’s something he had never done before. He not only saves on gas and tolls, he’s able to get work done during that hour or just sit back and relax! Wouldn’t it make sense to look into a train for yourself, and not allow a perceived negative commute prevent you from considering this career enhancing opportunity?”*

- 4) **SC to CANDIDATE:** *“Michael, I truly appreciate how you are feeling. I had a similar situation with another candidate awhile back that also had two offers. One was from my client and the other was with a firm where many of his previous work associates had migrated to. The latter would have been a very comfortable move. He would have known tons of people walking in the door and would essentially be getting paid more to do the same job. On the other hand, he did not know a soul at my client plus would be taking on a significantly higher level of responsibility. It basically boiled down to keeping status quo or getting outside his comfort zone and stretching to become the best version of him. He found that he was not content taking the easy path and ended up accepting the promotion with my client, and has never looked back! It’s my professional opinion that you would be making a mistake if you decline this offer. I don’t see you as someone that simply wants to stay comfortable and not grow either. Don’t you agree?”*
- 5) **SC to CANDIDATE:** *“Sam, I totally get your concern about moving from New Jersey to Chicago. I’ve got a teenager myself and would certainly have the same worry. However, sometimes these situations actually work out for the better. Many years ago I had a candidate that was also from New Jersey, who received a career-spiking offer from a client in Chicago. The entire family was from New Jersey, plus his daughter was in the ninth grade and a competitive swimmer. Naturally the entire family was reluctant. Recognizing that the opportunity before him was highly unusual, he accepted and moved the family. His daughter was able to quickly acclimate, even joining another competitive swim team. My candidate ended up staying with the company I placed him at for five years, until he was recruited to another organization. Here’s the ultimate irony: his next move was with a company back in New Jersey, yet he elected to work remotely from Chicago! Even his daughter had fallen in love with Chicago. She’s now at The University of Chicago! I think we should at least explore this opportunity. When can you get me your resume so we can take that first step?”*
- 6) **SC to CANDIDATE:** *“I understand that the offer my client made is slightly less than what you’re currently earning. I can tell you that in my career, I have moved people just like you for a whole lot more money, the same amount of money and a whole lot less. What you choose to earn is truly a matter of personal choice. There is no universal law that says you must get a ten or twenty percent increase in compensation to change companies. I had another candidate in a similar situation as you, just last month. Her offer was about 10% less than what she was currently earning. However, the move she ultimately ended up making got her closer to her aging mother, in addition to a much better working environment. These are things you simply can’t measure in dollars.”*



7) **SC to CANDIDATE:** *"I really do empathize with how you feel Deborah. I'm also a single mom and know how hard it is to raise kids without a support system nearby. I also had a similar situation with another candidate-also a single mom-who felt exactly the same way as you. After taking a closer look at programs in the new city, she found an incredible option for her two kids. She ended up accepting the role with my client and relocating two hours away from her parents and sisters. I'm happy to say that she loves her new company and role and that her children are crazy about their afterschool program! Last week she told me that sometimes the kids don't even want to leave! She's also been able to spend time with her parents and siblings by making the two hour drive a couple times a month. Ironically, she has ended up spending more time with them since the move than when they lived in the same city! I've got a good feeling that you could have the same positive outcome. Why don't we start investigating some places for your children?"*