



ALTERNATE CHOICE CLOSE

CLIENT EXAMPLES

- 1) **SC to CLIENT:** *“What time is best for you to talk with the candidate; 2pm tomorrow or 10am Friday?”*
- 2) **SC to CLIENT:** *“Will you be conducting the phone screen, or will it be your department head Harold?”*
- 3) **SC to CLIENT:** *“Should we get references from two previous supervisors and a peer or will one supervisor suffice?”*
- 4) **SC to CLIENT:** *“Since the interview panel meets at 4:00 on Thursday, does 8am or 11am work best on Friday for us to debrief?”*
- 5) **SC to CLIENT:** *“The way I see it, the action item that needs to happen is getting our fee agreement signed so we can start generating candidates from you. Are you going to fax or email me a PDF of the signed agreement by close of business today?”*
- 6) **SC to CLIENT:** *“Is it more important to know how many people have been contacted on your behalf, or to see as many resumes as possible from multiple recruiters?”*
- 7) **SC to CLIENT:** *“Do you prioritize saving money on the fee or knowing that the search firm is fully accountable to actively searching on your behalf?”*
- 8) **SC to CLIENT:** *“I have five questions to ask, the answers to which will allow both you and I to determine if this is a candidate to discuss further. If Bob ends up not being a fit, I would like to know enough that when I call you back next, your response is ‘absolutely, THAT’S the guy I need to see: when can I get him in here?’ Do you have time to discuss now or should we schedule a time tomorrow?”*



9) **SC to CLIENT:** *“Bottom line is that the individuals you are looking for are not actively looking for you. I’m open to taking however much time it takes to reach out to the 127 prospective candidates who fit what you need, if you are open to spending some time telling me how to sell them with your story once I’ve got them on the phone. Are you able to share your story with me now, or does tomorrow work better?”*