

**“I’ve had a bad experience with recruiters in the past” or
“I don’t want to work with recruiters again”**

Rebuttal #1: *“I’ve had a bad experience with a mechanic too - but that doesn’t mean that I’ll never take my car in again to get it fixed. It just means I won’t make the mistake of going back to that same mechanic again. I still need to maintain my vehicle; you just choose wiser next time when you pick a mechanic. I get that you don’t like recruiters, because I don’t like a lot of them either. What you need to do instead is look at the list of a dozen references I’m sending you right now. If they say don’t use me, then you just avoided another bad mechanic. If they say I’m good, trust them.”*

Rebuttal #2: *“I know you get calls from lots of recruiters, and you should rightfully hang up on nearly all of them. They haven’t got a clue as to the difference between a (industry specific term) and a (industry specific term), they’ve never set foot in one of their client offices much less toured each of their facilities, and they wouldn’t be able to give you competitive insights garnered from your top five competitors like (list of competitors). However, I can, and I am asking for 10 minutes to share with you why I’m not the recruiter to hang up on. If, at the end of this call, you haven’t felt it was a good use of your time, tell me and I won’t call you again. That said, would you prefer to talk this evening or can you speak confidentially from your office?”*

Rebuttal #3: *“What field are you in? I’m sure you can understand that not everyone in (Industry Niche) is the same. Not everyone has the same competencies and unfortunately not everyone has the same ethics and values. There’s no difference in our industry. It’s unfortunate that a few individuals who behave in a way that’s not reflective in our profession taint the totality of the industry. However one of the ways to combat that is to recognize that, simply put, not all recruiters are the same. This creates opportunities for organizations and individuals alike to do a little more due diligence when considering the recruiters they would have represent them for candidates or as an organization. As a result of a more thorough diligence procedure it, over time, weeds out the individuals that are able to take advantage of those people who view recruiters as all the same. That said – what do I need to do to give you comfort to show you that unlike some recruiters you’ve experienced in the past, there’s a different way and a different type of recruiter out there?”*

Rebuttal #4: *“Let me ask you this – have you ever gone out on a bad date? You were totally pumped up based on what your friend told you about the guy/girl, you thought that this date would be the last first date you ever had to suffer through, and 10 minutes into dinner you were trying to figure out how to stage an emergency situation and get out after the appetizer. Have you ever had a situation like that? Did you swear off dating altogether? No. You learned just a little more about what you didn’t want and were that much smarter going into your next date. You probably made the conscious decision to not take any recommendations from that friend again. But that doesn’t mean that you are banished to a life of solitude. Now, I would love to tell you that I’m a great first date, and that you will want to marry me by the end of dessert – but that doesn’t sound any different than what you’ve heard before. What I can give you though is a list of all those who did want to marry me after our first date – it’s our placed candidate list of referrals. You’d believe them much more than you’d believe me – sound fair?”*