

## **“I can’t make a move until (event)”**

### **Raise, promotion, spouse working, kids graduating, bonus, etc.**

**Rebuttal #1:** *“You and I both know that there’s never a ‘good’ time to make a move. There’s always going to be clients expecting something from you and projects you are in the middle of. But you will never be more surprised as to how fast they can find someone to do what you’re doing than when you tell them you are leaving! Let me ask you this – has anyone ever left in the middle of a project before? And did the company close down? Exactly – they are running a business and have a backup plan – just like you should be running your career and have a plan for progression. I’m not asking you to leave tomorrow – all I’m asking you to do is consider having a conversation with my client, because I believe there’s some middle road between what you need to see to leave prior to (timeframe), and what this opportunity holds. Are you open to a brief exploratory conversation?”*

**Rebuttal #2:** *“That makes sense – I can understand why waiting until then would make sense for you. Let me ask you, at that point, are you open to making a move? What makes you open?”*

**Rebuttal #3:** *“Talk to me about the role you are being groomed for. Is anyone else, internally or externally, in contention for the same position? Has your boss provided you with a concrete decision date on your candidacy? The reason I ask is that given the length of time a typical interview process takes in our industry, wouldn’t it make sense to keep all your options open? At the very least, you would speak with a highly credible person in your area of expertise - someone you can network with in the future - while learning about another company. The main difference being the role I just described is a current promotional opportunity, versus the hope or possibility of getting the promotion you are anticipating in the future. After learning all the details, it’s still your decision to move forward or not. Doesn’t it make sense to capitalize on this chance to be better informed so that you can make the best decision for your career?”*

**Rebuttal #4:** *“I respect your loyalty to that project, and I think it’s admirable that you would do that. What I have found though, is that while finishing a current project is your top priority today, you will always be “on a project” and that right now is actually the perfect time to consider other options. You’re not brand new on a project and you’re not in the final burn phase trying to close it out. You have some flexibility time-wise and it will allow you to consider all your options while you’re comfortable and not put you in a position to make a hasty decision. Over the next few months you can prepare your information, consider the companies of interest, have that initial meeting to learn more about them, and then as your current project winds down, you can pick which ones you want to pursue further, and by the time you’re punching the list on the current project on this job, your future employer could be finalizing the details of your offer letter. Since time is on our side and you don’t have to make a hasty decision on choosing between what you have now and what could be an even better opportunity for you, what does your availability look like for an initial conversation with our contact to start your evaluation process?”*

**Rebuttal #5:** *“Can you imagine a situation in which it would make sense to leave before then? What if the opportunity was ten minutes away from your home? What if it promoted you to a role you wouldn’t be in for a while at your current company? What if it allowed you to work on your dream project/group/team? What if it provided an increase in compensation that enabled you to send your high school son/daughter to college?”*

**Rebuttal #6:** *“Provided that I’ve piqued your interest in the opportunity and the organization I’m partnering with, let’s walk through your concern about timing. If I understand you correctly, the acquisition date is about two months away, correct?”*

*Two months of time is just about the amount of time needed to go through my client’s interview process. If there is mutual interest in moving towards the offer stage together, you’re still looking at relocation. In situations where an offer is being extended and relocation is involved, the start date given is often six to six and a half weeks beyond the date that the offer is extended.*

*So you can absolutely do nothing between now and waiting for the acquisition to be formally announced to find that the buyers have a management style that potentially goes against your philosophy, beliefs and ethics, or to find out that they could be one of your past employers! Or, you can leverage the time you have within the next two months to at least check out my client and decide for yourself if they could provide the best next fit for you as opposed to the unknown situation that you’re soon to find yourself in once your firm is acquired. Should we give a shot with my client?”*

**Rebuttal #7:** *“I know that staying for a raise or bonus makes sense financially, but think of how that looks to your employer. I don’t want to put you in a situation of permanent career damage when all you really want is a pay raise. If that’s the case, I can certainly tell you what to say to get a raise! Does that make sense?”*

**Rebuttal #8:** *“We realize that high end performers get paid. There’s a price to pay for having someone a few months earlier. If this company were willing to meet or exceed what you’ve laid out in a bonus, is this something that you would consider?”*

**Rebuttal #9:** *“You and I both know that there’s never a good time to make a move. However, I can assure you that your employer has a back-up plan in the event that you decide to leave. The reality is that you and only you are responsible for looking out for “number one.” I can recall a situation when I reached out to a (Title) about a prospective opportunity. He declined to pursue it due to his understanding that he would be receiving a promotion in the next three to six months. Not only did the promotion never materialize, his current company got bought by the company he had left two years prior. He ended up reporting to the very same manager that caused him to leave the previous organization in the first place. By the time he got back to me, someone else had already started in the role he now desired. You better believe we put a Plan A in place that very same day!”*