

“I’m already interviewing somewhere else” or

“I’m wrapping up a few current interviews”

Rebuttal #1: *“I hear you. Let me ask you this: If the opportunity I’m representing is better than what you’re currently considering, wouldn’t it make sense to at least compare the two?”*

Rebuttal #2: *“That’s perfectly fine! Since you are already predisposed to improving your career, I’d recommend continuing to explore that opportunity in tandem with this one. You’d have the chance to evaluate two opportunities in the marketplace at the same time, compare both together, and have the ability to make an educated and calculated decision at the end. Between the two choices, one will surface to be the better option. What if the better option is this opportunity? I know you’d like to keep focused on what you already have going and you should. But keeping the blinders on can do just that – blind you to other options that could be possibilities. Since you are already in the mindset to listen to what the market has to offer, why would you not consider an additional opportunity at the same time?”*

Rebuttal #3: *“Ok, that’s not a problem. Tell me, where you are interviewing? How did you find that position? I’d still like to look at your resume. This opportunity is intriguing and you will want to compare that to the other position. You want to know about what you are saying no to. My clients call me about positions that they don’t post or tell other recruiters about. I’m in retained search. I don’t use postings to attract candidates. I’d hate for you to not know about this role as you are already comparing others.”*

Rebuttal #4: *“If you were looking at buying a house and were very close to closing on that house but a new one came up on the market in the same neighborhood and price range and size but could possibly be a better home for you and your family but with a better cost, better layout and yard, and so on - would it not be worth going to the house, looking and determining for yourself? Even if it turned out to not be the better house for you and your family, wasn’t it worth the drive and effort to at least see it for yourself? This is no different.”*

Rebuttal #5: *“If I didn’t think that this was a bulls-eye fit for what you are looking to do, I wouldn’t suggest that you postpone or delay the other opportunity for this one. What would be the downside of spending maybe 30 minutes in exploratory conversation with the hiring manager to validate if what I’m saying is true or not? If I can make that happen within the next 24 hours, what would be the downside of at least considering it?”*