

“I’m happy – not interested!”

Rebuttal #1: *“I understand that – and actually, the only people I recruit are the ones who want to be recruited. So if that’s not you – no problem. What I am doing is giving you the opportunity to gain insight and learn about your market from someone who speaks with your competitors all day long. The risk is that we spend 15 minutes together, and nothing comes from it directly or even indirectly. The reward is that, possibly either now or in the future, that investment of time results in a profoundly positive life changing experience. 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 #2: *“I absolutely understand, and the fact that you are talking to me does not mean that will change at all. Even if you never get critically ill, that doesn’t mean that you shouldn’t have a solid family physician. In that regard, our team has been recruiting in your backyard for (# of years) and I do nothing but talk to your peers all day long, 15/20 each day, 100 a week, and 5,000 a year. Why does that matter to you? You can absolutely use me as a resource, even if you never leave your organization. I can tell you what you should be making, what your competition is doing to land their top accounts, and how to stay viable within your firm – just to name a few. Let me ask you – how long have you been in the (title) role?”*

Rebuttal #3: *“That’s awesome to hear. Happy as in you just got back from your week-long all expenses paid vacation on your private yacht that your CEO bought you because you are so valued there, or happy like I’m not the first recruiter to call you this week and you are in the middle of something and don’t have time to talk?”*

Rebuttal #4: *“I’m glad to hear that, and don’t get me wrong. I didn’t pick up the phone and call you because I thought you were wearing an “I hate (Current Company) T-shirt under your polo. Every person I have placed this year was currently employed when I called them, and told me they were happy just like you when I first talked to them. Ultimately, though, they saw an opportunity that would enhance their career, provide them with something they didn’t currently have, and was able to make a significant impact on them personally. Sometimes it takes a few months before the right opportunity comes up, sometimes it’s a few years. However they were smart enough to share with me some details about themselves and allow me the opportunity to be their eyes and ears in the marketplace. Is that something you’d allow me to do for you as well?”*

Rebuttal #5: *“I hear you. Let me ask you this – where’s your favorite place you’ve ever travelled? Maui? Maui’s great. Do you know for sure, if you travel to Tahiti, that Maui would still be your favorite? Don’t misunderstand me – it may still be, but how do you know that Tahiti isn’t better unless you’ve gone there to see for yourself? Do you see my point? Does it not make sense to at least check out this opportunity? It will either prove to be better than Maui or you’ll confirm that Maui is where you need to continue vacationing.”*

Rebuttal #7: *“Super! Let me ask you this - what if Bill Gates had been happy with Windows 98? Where would we be if Steve Jobs were happy with just an mp3 player? Their level of vision and drive may not be the same as yours or mine – but the common thread between Bill, Steve, you and me is in always trying to improve ourselves. For some that could mean doing 10 more sit-ups today than you did yesterday. For others it may be saving the world with technology. Maybe for some it’s in continuing to learn to improve who we are. If your current role with (Company Name) is taking you where you want to go and producing your happiness – how do you know that this opportunity couldn’t take you there more quickly or give you experience in areas you’d never thought possible before, without having at least investigated what this role could mean for you?”*

Rebuttal #8: *“I don’t have to go into detail about who I’m working with or what they are looking for if you feel 100% confident that it won’t be something that could possibly be better than where you are currently. To be candid, the only people I recruit are the ones who want to be recruited. If that’s not you – no problem. Are you 100% confident that no matter what it is my client is doing or offering, that it’s not possible it’s a step up from what you are doing currently?”*

Rebuttal #9: *“I’m actually glad to hear you say that you’re not looking and happy, because most of the people we eventually place aren’t actively looking the first time we talk to them. Everybody who’s not looking fits into 2 categories. One are the guys who are with a company they love so much that they wouldn’t leave unless they won the lottery! Those guys are pretty rare. The other category is the vast majority of guys that are doing a good job for their employer, but who realize that there may be an opportunity out there somewhere that would offer them something that their current job doesn’t, whether it’s an advancement, scope of responsibility, or location to name a few. So the question is, which category are you in?”*