

“Where/How did you get my name?”

Rebuttal #1: *“You were referred to me by (name of colleague within search firm organization), one of my partners. We were discussing this opportunity and s/he said you stood out as someone who would absolutely be a great person to talk to. Are you in a spot to talk, or at least listen?”*

Rebuttal #2: *“It is my business to know the key individuals in this industry, as my niche is (function, industry, location, and level). I was viewing your professional profile online, and was intrigued by your history of experience in this area. How did you get started with (Current Company)?”*

Rebuttal #3: *“I got your name from a candidate I currently have in process. As I’m sure you can imagine, I have to keep his/her name confidential, since they are still currently employed. Obviously, I would ensure the same confidential nature to this and any further interactions that you and I have. At some point, if I am able to share that information with you, I will – but at this point, let’s talk about you.”*

Rebuttal #4: *“Great question. Let me ask you – when you ask other recruiters that question, what do they usually tell you?”*

Likely Response: *“They say that they have to keep it confidential.”*

“Exactly – and I’ll tell you something different than you usually hear. The reason my clients retain me to tell their story to the market is because of my ability to identify every (Title) that is worthy of being told that story. I then make it my mission to ask the right questions and use the right tools to make sure I do what my client hired me to do. Are you in a spot for me to be able to share with you their story?”

Rebuttal #5: *“I am in the trenches every day, and I found you by having identified a list of companies in the same industry as my client and then calling each of the companies individually to try and find out who the (search title) was within each company. Are you in an office where you can speak freely?”*

Rebuttal #6: *“It’s my job to know who the players are in our industry and how to get in contact with them. In fact, I specialize in identifying the best (functional title/role) in the (location and industry segment) exclusively. Because of this, I speak with eighty to one hundred (functional title/role) every week and I’m honestly not sure who might have referred me to you but I can tell you that they spoke highly enough about you and said that you were a well-respected (functional title/role) in the (location area) that I wanted to reach out to you for this conversation. I’m looking for an individual with your background and experience and would like to share an opportunity with you that I believe you would have an interest in hearing about. Would you allow me to have another 10 minutes of your time to share the details of this opportunity and see where we go from there?”*



Rebuttal #7: *“Your name came up in a conversation I had with my associate/partner/senior leader (name of colleague). Due to your education and relevant industry experience, we naturally thought you might appreciate hearing about the opportunity. At the very least, I’d like to utilize this call to catch up on where you are in your career right now. Tell me - what has transpired in your career since you last spoke with Karen in June?”*

