

## **“What does the position pay?”**

**Rebuttal #1:** *“Their commission structure is more competitive than most I’ve seen in my years of recruiting in this space. However, I want to hold off on that part of the conversation, because in my opinion it needs to be the icing on the cake – not the cake itself. Let me share with you their story – why they are hiring for this role, where the company is going, and what that would mean for you. If all that is intriguing, then we can talk commission – which in my opinion, is the icing.”*

**Rebuttal #2:** *“Let me ask you – are you asking because you want to know what the current market value is for someone who like this, or are you asking because this opportunity is of interest to you, and you want to make sure you aren’t priced out of their range?”*

**Rebuttal #3:** *“We can absolutely talk about compensation, and I understand that’s an important conversation to have – but before I get too far off track, what about this sounds appealing? How does it compare to what you have currently?”*

**Rebuttal #4:** *“If it gets to the point of an offer stage, the company is going to look at your current compensation, your level of experience relative to others in their organization, the contribution that you could make to their department, their desire to bring you on board, possibly cost of living factors, and your overall fit with the firm – they are going to look at all of those components and structure a customized offer around your personal and unique situation. Now, I certainly understand that you don’t want to go through the entire process just to learn that they can’t meet what you would minimally need to see financially, but I will share with them what that number is prior to them ever bringing you in. Is there a minimum that you would need them to be aware of, before they agree to have an exploratory conversation with you?”*

**Rebuttal #5:** *“I certainly understand that compensation is one of the important factors to consider when possibly moving forward, and I’m glad that you brought it up. However, what I’m assuming is also important is knowing the long term opportunity, meeting the people you’d actually be working with, and getting a feel for the culture of the company. Is that accurate? Okay, then let’s back up and discuss those first – because if those factors don’t offer you a significant opportunity above and beyond where you are right now, there’s no point in even talking about compensation.”*

**Rebuttal #6:** *“Before I give you that information I’d like for you to take just a just a moment to remember the best jobs you’ve ever had...those that uniquely provided you with the most personal satisfaction compared to the others you’ve held. What made them the best from your perspective – the money or the work you were doing?”*

(Pause) *“If the opportunity I’m bringing to the table offered not only competitive compensation, but also an environment where you could once again capitalize on your personal satisfaction, wouldn’t it be worth a brief conversation?”*



**Rebuttal #7:** *“What if it was exactly what you wanted to make?”*

**Rebuttal #8:** *“Are you asking me, after you and I have only spoken for 5 minutes and you’ve not yet even spoken with (Company Name) to see how you’d potentially match, are you asking me what they would offer you?”*

*(Pause) “No idea. What I can tell you is that it’s not the (titles) with the best resumes that get the best offers – it’s the people who interview the best. I commit I will walk with you through this process until you want to stop walking or you want to walk thru the door of (Company Name). Fair?”*

**Rebuttal #9:** *“Great question. Let’s just assume that the offer matches or exceeds what you need to see. Would you be open to on initial conversation with them this week, to just see if it’s even a viable opportunity for you?”*