

“I’m not interested in making a lateral move” or

“That sounds like a lateral move for me”

Rebuttal #1: *“Help me to understand where you are coming from and where you see this to be a lateral move. I didn’t view this as a lateral move for you, so let’s talk about what you like about your current role and what you wish you had in addition to that. Once I more fully understand your perspective I may be able to show you in a better light how this opportunity would not be lateral for you. But if it’s not, it’s not, and we will definitely take a look at another opportunity in the future.”*

Rebuttal #2: *“Let’s say that the compensation and the titles are exactly same, but during the interview process you come to find that this company is better positioned in the market, has more of a dynamic team, that you’d be able to immediately grow your skills, or have a faster promotion track. Even if the role is identical to your current one but the company, culture, teams and your advancement path increase – why would you want to continue doing that role at a lesser company? I like to watch movies at home through Netflix on the weekends with my family. We have a TV and comfortable seats to sit and enjoy the movie. A good neighbor of mine also likes to watch movies through Netflix – in his home theater room with reclining leather seats in a stadium seating configuration, 7 channel surround sound system and 92” HD projector. Same movie, but I’d rather watch it at his house and not mine because of the overall better experience that comes with watching a movie in a better environment. Considering the details of the opportunity I just shared with you - would you still consider it to be a lateral move?”*

Rebuttal #3: *“Hold on to what you are referring to as “lateral.” Are you talking about salary? Title? Both? For example, in our industry, you probably know titles along with their accompanying duties and responsibilities differ from company to company. (ABC Company) hires people with two years of experience as (Job Title), but at (DEF Company) it takes eight years to have the same title. You have be a VP over no one in a company like (XYZ Company) yet a Director managing a dozen people in a company like (ABC Company). Back to my original question, what you are referring to as “lateral”?”*

Rebuttal #4: *“Some people feel that their value is inextricably linked to their compensation and this is clearly not the case as evidenced by the fact that there are people in academics who could make more in a private practice. There are teachers who could make more money in the profession that they are teaching in. They choose to make less money than they could for one simple reason – the psychic reward and the reward with doing something they see as enjoyable is more meaningful and is worth making that economic sacrifice. Although compensation is important, what else is more important to you?”*

Rebuttal #5: *“Let me ask you this – let’s say that two companies on opposite side of the street from each other offered the same role in the same industry and the same money. Now, the company on the left side is a lesser known company, weaker team and lower responsibilities. The company on the right side is a significantly higher quality organization, stronger team of leaders, and a more elevated and diverse set of responsibilities. 99 of 100 people would take the right turn daily to work and not the left turn. The only person who would consider that left turn is the one person who is already at that company. What it means is the comfort zone the one person is so strong that they are willing to effectively sacrifice a better company, people, and responsibilities simply because they are more comfortable on that couch than on another one. So my question for you is are you so comfortable in your current role that you are that 1% making the left turn into work, or do you fall into the camp of the 99% who would be willing to spend 20-30 minutes on a different couch to see if the grass can truly be greener on the other side of the proverbial street?”*

Rebuttal #6: *“I would share with you that in only 20% of the time when an individual interviews with one of our organizations, I am right that it’s the right fit. The other four times – I’m wrong. For every five interviews there’s only one time that I’m right, so 20% of the time my hunch is correct. Let’s say you have a scratch-off lottery ticket that had five blanks and you can pick only one blank to scratch off. One blank says “Positive career move with profoundly positive impact for your life. Complete career move”. The other four blanks say “Thanks for playing, try again next time”. Scratching that ticket would cost you talking to my client for a half an hour to an hour. If you knew you had a 1:5 chance in an opportunity that would profoundly impact and change your life and career and the other four were “thanks for playing”, wouldn’t you want to spend 45 minutes scratching the ticket? If you would – what’s the difference in that and talking to my client on the telephone?”*