

**“I would never work for that company” or**

**“I’ve always heard bad things about that company”**

**Rebuttal #1:** *“Interesting – I’ve spoken with a lot of people and haven’t had that expressed to me yet. Tell me more about your experience with the firm – what specifically are your concerns?”*

**Rebuttal #2:** *“I know when we spoke yesterday, you were not interested in considering (Client Name), and I certainly respect that and won’t ask again if it’s still your stance. However, for some reason I have had you in the back of my mind for the last 24 hours, because I am truthfully concerned that I might be closing the door prematurely. When we spoke yesterday, you mentioned that you were limited by (certain factors), your commute was an hour, and you haven’t had a promotion in the past 2 years. Based on the opportunity at (Client Name), it would solve those issues, as well as put you in a role where you are (unique responsibilities). I have no problem with you not pursuing the opportunity, but I would like you to consider turning it down based on the opinions that YOU’VE formed from your OWN experiences with them – not the experiences of others. Are you open to a telephone conversation with them, just to form your own opinion as to if this is something that could offer you a profoundly positive impact both personally and professionally? Ultimately, you can always say no, but I want you to at least know what you are saying no to.”*

**Rebuttal #3:** *“You know how large this company is and with their many divisions and departments, turnover can be very different in one area versus the next. I have information about the department I’m working for specifically, including information about the hiring manager. Throughout the entire (X) industry there is good and bad - all the way around. I’m not discounting what you are feeling or telling me at all; I simply like to err on the side of giving things a try. To me, it makes good sense to learn more about the specific department and hiring manager you would be aligned with, and then make your decision. Get the facts and judge for yourself. The concerns you have expressed are best addresses by going straight to the horse’s mouth. Are you open to talking with (Hiring Manager)?”*

**Rebuttal #4:** *“If we can demonstrate that your concern/s, while true in the past, have been rectified - would you be open to explore an opportunity with our company?”*

**Rebuttal #5:** *“Has anyone ever left your company and then said bad things about them to others? This is sometimes how the workforce perception of a company can be formed. I guess from here you just need to either consider the possibility that you are right, or consider the possibility that you are not. What specific information do you need to discuss further before being open to seeing if they want to have an initial conversation with you?”*



**Rebuttal #6:** *“Why is it that you’d never work there?”*

Examples Response: *“Because of their reputation of being somewhat predatory and aggressive in the marketplace.”*

Recruiter Response: *“That is absolutely true and they are looking to change their stripes. Every waterfall starts with a drop of water – and you are that drop of water. They are hell-bent on making that happen and it’s going to happen whether it’s with you or somebody else. And it’s going to be happening in your backyard.”*

