

**“I’m next in line for a promotion” or
“I’m being groomed for a specific position”**

Rebuttal #1: *“Can you imagine a situation in which it would make sense for you to consider making a move prior to (promotion)?”*

Rebuttal #2: *“Talk to me about this new role you are being groomed for. Is anyone else, internally or externally, in contention for the same position? Has your boss provided you a concrete decision date on your candidacy? Given the length of time a typical interview process takes in our industry, wouldn’t it make sense to keep all your options open? At the very least, you would speak with a highly credible person in your industry - someone you can network with in the future - while learning about another company. If you can spend thirty minutes on the phone with me, certainly you can spend the same amount of time speaking with a leader in your industry. The difference is that the role I described represents a current promotional opportunity, versus the hope of getting that promotion in the future. If after learning all the details, it’s still your decision to move forward or pass - yet you will be better informed to make the best decision for your career.”*

Rebuttal #3: *“Many times when you are up for promotion at your current company, you’ve not had the chance to evaluate opportunities outside of your company. So how do you know that the promotion in your current company is better and has the most upside potential compared to what could be out there with other firms? I’m not asking you to take a job or accept a job offer. I’m an opportunity broker and if, and only if, the opportunity has the upside potential outweighing the downside risk of making the move is when it would make sense to make the move.”*

Rebuttal #4: *“Fantastic – that’s great! When do you feel like this is coming?”*

“If what we were talking about was the same or more, but was a dotted line to a great opportunity – would it be worth looking at it? The reason I mention it is because I recently had an individual we ultimately placed because they hired externally for the position he was waiting for. It was an outside candidate from one of their top five competitors that “they just couldn’t pass up” is what they shared with him. Is there a probability that someone else could be in line for the same promotion that you are being considered for?”

Rebuttal #5: *“Congratulations, have you been anticipating this for a while? Tell me about it. What will this allow you to do that you aren’t currently doing?”*

“That does sound like a great advancement opportunity for you. Will this allow you to (list additional responsibilities provided by this opportunity)? Are you open to the idea of exploring the possibility that there could be something even better available for you?”