

## **“Relocation concerns” or “I’d never relocate to that location”**

**Rebuttal #1:** *“Do you think relocation would be inconvenient or impossible?”*

(Inconvenient) *“Well that makes sense – moving is inconvenient. Money aside, what would an opportunity have to allow you to do that you don’t have the ability to do now? Are there any areas of the country that would intrigue or pique your interest should I have an opportunity there to talk to you about?”*

(If move were impossible) *“Would you tell me more about why it would be more impossible for you? Are you maybe caring for elderly parents or that you have teenagers or you are you civically tied to your community in an elected office?”*

(Listen)

*“Well I can understand that! So since staying put would be best in this case, talk to me about what you would consider being an acceptable commute vs. an inconvenient commute vs. an impossible commute.”*

**Rebuttal #2:** *“What keeps you there? Is it a great job that your spouse has? Is it teenage children? Is it owning a home that costs more to leave than stay? Is it that you are just very established in the area? Talk to me about location.”*

*“While you clearly seem to have some roots in (City), what it comes down to is this: If you’re truly serious about wanting to advance your career, opportunities are slim within a (# of mile) radius of where you are. I know this because I talk to 100 professionals in the (your industry focus) space each week. The lack of opportunities in your area is something you will have to face in your career - whether that is today, tomorrow or ten years from now. Are you at least open to hearing about opportunities that advance you farther than you are today but require relocation?”*

**Rebuttal #3:** *“Oftentimes when someone such as yourself is in a highly niched area, you have no choice but to relocate from your favorite city or state in order to take that next logical step or two ahead in your career. By doing so, this ideally enables you to return at some point in the future with a much more marketable skill set. Having said that, would it make sense to sacrifice on location for a few years if it allowed you advance professionally?”*

**Rebuttal #4:** *“That’s very relevant. When you say you won’t relocate – do you mean never or that there could be circumstances where you could relocate? Talk me through some of the circumstances - I’ll give you an example; you could say that your kids are in high school and you really just have no idea if the schools in the targeted area are good or not. Okay – I can get a report on that or find information on it for you. You could say that you don’t know about housing prices in that area; I not a realtor either but know someone who does. I don’t which of the new country clubs you will consider joining has the best golf course, but I know someone who does.”*

**Rebuttal #5:** *"I wouldn't be comfortable trying to convince you to take a job where you are performing the same role, with the same long term opportunities you have now, just for the sake of filling the role for my client. That's not who I am or how I want to be perceived in the industry. If this opportunity was in (Candidate's location) though, would it be something worth investigating further?"*

**Rebuttal #6:** *"How many hours a week do you work? (55 hours/week) What's your commute time? (90 minutes/day) 90 minutes a day is 7.5 hours. Those 7 hours plus 55 hours adds up to more than 62 hours a week. A silly next question, but bear with me here – from the time you get in bed to the time you wake up is how long? (about 8 hours). 8 hours is 56 more hours a week. So in a week's time - work itself, drive time and sleep time for you is about 118 hours of your life spent sleeping and working. In any given week, you have a little less than 170 hours available. The 118 hours you spend sleeping, getting ready for work and commuting is irrelevant whether you are in New York, London, or California. This leaves you with roughly 52 hours of time where there could be a difference between where you live now vs. living somewhere else because of relocation.*

*As you start to take out the amount of time you spend at a restaurant or watching TV on your couch or at a mall or movie theater where a city is a city, you are left with maybe 20 to 30 hours a week that's actually different. So what relocation really boils down to is if it truly matters where you are when you look at the remaining 20 to 30 hours? Is the short term sacrifice of those hours of free time being spent in one city versus another comparable to the sacrifice of the experience you would gain putting you in a position to possibly be in any city you wanted, at a higher compensation, with a better career and more time and economic capacity to do the things you really wanted to do further down the road?"*

**Rebuttal #7:** *"Most individuals, when approached with career change, are going to listen for if that opportunity is going to give them a better quality of life for them and their family – not just them alone. Is it more responsibility or challenge in relation to what I'm doing now? Do I see that this is going to challenge me on a career level? Is this a chance for me to step forward in my career? It doesn't always have to be a promotion. People will take jobs where it is going from being a project engineer here to a project engineer somewhere else, as long as they see it as a step forward in terms of the size of the company, the scope of the position, or the amount of projects they would be responsible for to name a few.*

*However, they also think about this idea of what I like to call "closer to home". Everyone has two homes for sure; most of us have three. You have home where you grew up, you have home where you live right now and if you went to college, most people consider that area where they went to college a third home. Home is anywhere where you have ties to the community and you understand the lifestyle that goes on around that geography. People are always thinking about that when they hear of opportunities. It might be, "Hey, home, it shaves 15 minutes off my commute. I'm closer to home." For a different person it might be, "Hey, I get to go back to Chicago. Mom and Dad are getting older. That's where they live so I get a chance to go home." Where all would you consider "closer to home" to be?"*

**Rebuttal #8:** *“Let me ask you this – why is it that 100% of the student population doesn’t go to the University of Hawaii for college? When you went to college you went to Baylor or Purdue or Boston College. You didn’t go to the University of Hawaii which would have been the more desirable location. You made a sacrifice of location to attend the school you believed would provide you with the best possible education, setting you up for better long term choices for you in your career. You’re a (Title) and this is your chance move to (next step up in title for your candidate) by gaining the experience you need to get there. Once you have this experience you can go virtually anywhere and write your own ticket.”*

**Rebuttal #9:** *“That’s a valid statement, but let me be clear - we aren’t really talking about making a monumental decision on relocation at this point, because we’re just 30 seconds into our conversation. I don’t want you to discard the opportunity just because of the relocation variable. I think an approach to this opportunity would be to at least decide on the opportunity itself first. You may sit across the table from someone in the organization during an interview and know within 10 seconds that there’s zero chance you would ever work with them, which then makes the relocation conversation irrelevant. However, you may sit across the table and within 10 seconds be thinking “where has this leader BEEN my entire career?”!*

*Let’s remove relocation from the table altogether so you can decide on the opportunity itself first. I’m not asking you if you will leave your company today, but are you open to the possibility that this could advance you professionally? If that answer is “yes” or “possibly” then that’s all we need to discuss now – not what the offer would need to be or how your family feels about relocation or anything outside of giving you more information so you’ll know if the possibility could turn into a reality. Does that sound fair?”*