

“What is the name of your client?”

Rebuttal #1: *“I absolutely can identify with your desire to learn the name of my client. Please recognize this is a confidential search for reasons we can discuss at the appropriate time. For now, Human Resources has asked me to discreetly identify highly qualified candidates and explore possible mutual interest. Are there any companies that you would specifically want to avoid?”*

Rebuttal #2: *“That is a very valid question. I hope you can appreciate that I’m tasked with the challenge of identifying and qualifying high caliber candidates that meet my client’s specific educational, experience and intangible qualifications of the position, prior to disclosing their name and location. While I recognize the fundamental nature of a confidential search can cause pause for some individuals - should you be somewhat intrigued - please be patient with our process. Just I am protecting the confidentiality of my client until the appropriate time, I will absolutely do the same for you as a candidate.”*

Rebuttal #3: *“I want to share with you the story of the organization I’m working with, and I will absolutely provide you all details of who they are in due time. But first, allow me to outline where they are currently, where they are going and what that means for you – because that, in my opinion, is just as compelling (and if not more so) than just the name on their front door. Is now a good time to listen?”*

Rebuttal #4: *“In most circumstances, clients hire me to tell their complete story in the market; there’s a tremendous amount of “free press” that comes from me talking with fourteen other people having a similar background to yours each day. However, in this specific situation due to circumstances I can share with you when there’s interest on your end to pursue further, I need to keep their name confidential. I can certainly understand your situation, but hope that you can also understand mine. What other information would you need to have so that we could continue forward until the time that I’m able to disclose the name of my client?”*