

“Why do you need to know my current pay?” or

“Why do you need to know how much I’m making?”

Rebuttal #1: *“If you don’t currently feel comfortable talking to me about your current financial situation, I can send you an email so you can see more about who I am first. Our team facilitates interviews for (# of) individuals each year, and I have this chat with every single one of them. I have this chat because compensation is an important piece of how you will evaluate this opportunity, and it’s critical for me to know what is important to you no different than the other areas we’ve discussed. Tell me more about why you are hesitant to have this part of our conversation?”*

Rebuttal #2: *“(Company Name), or any of my clients for that matter, always ask me for specific information on each individual interested in their opportunity. This includes exact current compensation. If I don’t provide them this information, they simply won’t consider you for the position. I wish I had a better explanation to give you, but this is the way it works in our industry.”*

Rebuttal #3: *“I recognize that what you earn is very personal. However, it has been my experience that when someone hesitates in providing me his/ her compensation, s/he is usually underpaid or feeling undervalued. Do you feel you are underpaid?”*

Rebuttal #4: *“When is the last time you spoke with someone who talks to 20 people in your role every day and can tell you what other people are making, what their bonuses look like, base salaries, raises, 401ks, matches, healthcare plans, profit sharing, and all of the different components of compensation and how you might compare? So really, one of the reasons would be so that I could help you evaluate if you are getting paid appropriately at your company. You may be leaving money on the table at your firm.”*

Rebuttal #5: *“Just as I needed to get the details of the compensation package from my client for this role to be able to thoroughly and effectively discuss this opportunity with you, I also need to get the details of your compensation package so that I can thoroughly and effectively discuss your background with my client and to be able to negotiate the best possible scenario for you and my client should we get to the offer stage. Not having all of the details on both sides of the equation in advance of making the formal introduction of you to my client is groundwork for catastrophe at the end of the process. The last thing I would want is to have wasted my time by finding out at the end of the process that what you wanted and/or needed in compensation was considerably distant from what the client was prepared to contribute. I don’t believe that you or my client would want to have wasted your time either. To protect everyone from traveling down that road together, I really need to understand and know where you are today with compensation.”*