

## ANSWERING A QUESTION WITH A QUESTION CLOSE

### CLIENT EXAMPLES

- 1) **CLIENT:** *“What if we want a longer guarantee period?”*  
**SC to CLIENT:** *“What issues have you had in the past with candidates leaving the company relatively quickly?”*
  
- 2) **CLIENT:** *“Would Gill accept a lower base salary if I paid his bonus for a full year?”*  
**SC to CLIENT:** *“Is that something you’ve been able to get approval on before?”*
  
- 3) **CLIENT:** *“Does your candidate (MPC) have experience in (certain skill set/area)?”*  
**SC to CLIENT:** *“I can certainly share those details with you. Tell me more about your history hiring people with (specific experience)?”*
  
- 4) **CLIENT:** *“Can you get me some more people?”*  
**SC to CLIENT:** *“Tell me more about why you want to see more people when we already have a lead candidate identified and coming back next week for a final interview?”*
  
- 5) **CLIENT:** *“Is (previously submitted candidate) still interested in a new opportunity?”*  
**SC to CLIENT:** *“I can certainly reach out to (candidate name). If s/he is still interested, when can you speak with him/her?”*
  
- 6) **CLIENT:** *“Why did this candidate leave his/her last job after fifteen months?”*  
**SC to CLIENT:** *“Are you asking because you are not sure or just curious?”*

7) **CLIENT:** *“Would (candidate name) accept a lateral offer?”*

**SC to CLIENT:** *“If s/he would, are you prepared to extend him/her the offer today?”*

8) **CLIENT:** *“Do you get references on your candidates before you send them?”*

**SC to CLIENT:** *“Glad you asked. Is that something that you typically expect so early in the process?”*

9) **CLIENT:** *“Who are your hands-off companies?”*

**SC to CLIENT:** *“Sure. How is that information factored into your decision making process?”*

10) **CLIENT:** *“Would Brittney accept a lower base salary if I could get a sign-on bonus to make up the difference?”*

**SC to CLIENT:** *“If she will, is there anyone other than you and HR that would need to sign-off on that?”*

11) **CLIENT:** *“What if you can’t find anyone?”*

**SC to CLIENT:** *“That’s a great question-tell me more about why you ask. Have you been previously in a situation where this happened?”*

12) **CLIENT:** *“Your fees are too high. Can you reduce your fee?”*

**SC to CLIENT:** *“I would assume that when you say ‘too high,’ it’s because another firm has signed an agreement with you at a lower percent. Is that fair?”*