



THE PEAC SYSTEM®₂, INC

Finding, Training & Keeping 'Em

DIRECT HIRE COLD MARKETING

Name & Title

*Hello, my name is _____, who am I speaking with, please?
You're the manager there... Right?*

If NO: *Then you are a _____! LOG ME! Perhaps I have been misdirected...*

If YES: *I am a (discipline) Consultant and I need your help... Do you have a moment?*

If NO: *I just need 3 or 4 minutes, if this is not a good time may I call you back, say after 4:30 today? **And do so, OR:***

If Yes =>> Presentation

PRESENTATION:

I am working with one of my best (TITLE) with solid (Function or Field) experience. This individual has (DEGREES/GPA/CERTS/ or MSA's) and would be a great asset to the right company. _____ would you or someone you know be interested in talking with this candidate?

If quiet or draws a blank: *Doesn't have to be in your company, of course...*

For every lead: *Thank you, _____, anyone else?*

Volunteers/ SUCCESS

Let me share something with you, _____.

The reason we are so successful is that we do not push our candidates on our clients or vice versa. What is more important is to find out what is of value to you, then see if this or perhaps another candidate makes better sense. How many years of experience do you need in this position?

OPPORTUNITY

Before you go, _____, from time to time I come across exceptional people If I see someone just right for your company, can I call you to discuss their value?

So I don't call with everyone I see, let me find out what is of value to you. How many years experience do you like to see?

INVOLVEMENT:	Experience (yrs) (JO) Title (OS) Titles Education	Certifications/Special Schooling (JO) 3 MF (OS) On Manager (JO Only) Salary
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Second Level JO: Urgency - Flexibility (R/P) Reporting to? - Fees/Rates (\$\$ quote)
Specific Job Functions (Still OK? Go to JO form)

Downstreaming: 1) IAS Close, 2) Need 3++ days, 3) Set call appt, 4) Assuming likes, 5) Preschedule 1st Interview. 6) Same round two. 7) Get OFFER?

Referral Request: *We work at all levels in the _____ field. Is there anyone else you know who could benefit from my service?*

Formula Close: *If there is any way I can help you... Your company... Or someone you know, keep me in mind. Let me send you my contact info. What's your best email address?*



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CONTRACT COLD MARKETING

Name & Title

*Hello, my name is _____, who am I speaking with, please?
You're the manager there... Right?*

If NO: *Then you are a _____! LOG ME! Perhaps I have been misdirected...*

If YES: *I am a (discipline) Consultant and I need your help... Do you have a moment?*

If NO: *I just need 3 or 4 minutes, if this is not a good time may I call you back, say after 4:30 today? And do so, OR:*

If Yes =>> Presentation

PRESENTATION:

I am working with one of my best (TITLE) with solid (Function or Field) who is available for assignment with us. This individual has (DEGREES/GPA /CERTS/ or MSA's) and would be a great interim consultant to the right company. _____ would you or someone you know be interested in talking with this consultant?

If quiet or draws a blank: *Doesn't have to be in your company, of course...*

For every lead: *Thank you, _____, anyone else?*

Volunteers/ SUCCESS

Let me share something with you, _____. The reason we are so successful is that we do not push our candidates on our clients or vice versa. What is more important is to find out what is of value to you, then see if this or perhaps another candidate makes better sense. How many years of experience do you need in this position?

OPPORTUNITY

Before you go, _____, from time to time I come across exceptional people. If I see someone just right for your company, can I call you to discuss their value? So I don't call with everyone I see, let me find out what is of value to you. How many years experience do you like to see?

INVOLVEMENT:	Experience (yrs)	Certifications/Special Schooling
	(JO) Title (OS) Titles	(JO) 3 MF (OS) On Manager
	Education	(JO Only) Salary

Second Level JO: *Urgency - Flexibility (R/P) Reporting to? - Fees/Rates (\$\$ quote)
Specific Job Functions (Still OK? Go to JO form)*

Downstreaming: *Assuming I can identify the right person, one who has (FEEDBACK) and is available under that (\$____) rate for you, can you see them on (2-3 days out)*

Referral Request: *We work at all levels in the _____ field. Is there anyone else you know who could benefit from my service?*

Formula Close: *If there is any way I can help you... Your company... Or someone you know, keep me in mind. Let me send you my contact info. What's your best email address?*



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TEMPORARY COLD MARKETING

Name & Title

*Hello, my name is _____, who am I speaking with, please?
You're the manager there... Right?*

If NO: *Then you are a _____! LOG ME! Perhaps I have been misdirected...*

If YES: *I am a (discipline) Consultant and I need your help... Do you have a moment?*

If NO: *I just need 3 or 4 minutes, if this is not a good time may I call you back, say after 4:30 today? **And do so, OR:***

If Yes =>> Presentation

PRESENTATION:

I am working with one of my best (TITLE) with solid (Function or Field) who is coming off assignment with us. This individual has (DEGREES/GPA /CERTS/ or MSA's) and would be a great Temporary for the right company. _____ would you or someone you know be interested in using someone like this on a temp basis?

If quiet or draws a blank: *Doesn't have to be in your company, of course...*

For every lead: *Thank you, _____, anyone else?*

Volunteers/ SUCCESS

Let me share something with you, _____. The reason we are so successful is that we do not push our candidates on our clients or vice versa. What is more important is to find out what is of value to you, then see if this or perhaps another candidate makes better sense. How many years of experience do you need in this position?

OPPORTUNITY

Before you go, _____, from time to time I come across exceptional people. If I see someone just right for your company, can I call you to discuss their value?

So I don't call with everyone I see, let me find out what is of value to you. How many years experience do you like to see?

INVOLVEMENT:	Experience (yrs) (JO) Title (OS) Titles Education	Certifications/Special Schooling (JO) 3 MF (OS) On Manager (JO Only) Rate/Salary
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Second Level JO: *Urgency - Flexibility (R/P) Reporting to? - Fees/Rates (\$\$ quote)
Specific Job Functions (Still OK? Go to JO form)*

Downstreaming: *Assuming I can identify the right person, one who has (FEEDBACK) and is available under that (\$____) rate for you, we could start them on _____Right?*

Referral Request: *We work at all levels in the _____ field. Is there anyone else you know who could benefit from my service?*

Formula Close: *If there is any way I can help you... Your company... Or someone you know, keep me in mind. Let me send you my contact info. What's your best email address?*



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CONTROL-TESTING THE JO-DOWNSTREAMING

The Simple Way: One of the best ways to ensure that you have a committed, cooperative relationship, is to test the job order:

" _____, let me clarify something, here. Assuming I can attract a person who can (spell out requirements and values), would you be prepared to interview him or her by the [end of the] week?" **Ought to be "YES!" or else something is amiss...**

A downstream sell is a much stronger approach for perm:

IAS: *As I may have said earlier, I constantly identify top quality players in the market place. Based on the information you have given me, I'll try to attract the best of these to your opportunity. This will take at least _____ days (vary based on your inventory-up to a week out for light inventory). I'd like to call you on _____, so we can go over the backgrounds of those I've landed. Is three o'clock good for you, or is four better?*

(!!) (This part, to here, has been easy! May meet resistance to here, though, prepare to dance!)

Interest Peak: *As you may know, _____, the best way to save money and land a good candidate at the lowest salary, is to catch them while their interest is high. To capitalize on the interest I will have built, it might be a good idea to select two of the candidates I will have presented, to interview the next morning. Tell me, do you like a break between interviews, or do you want to go back to back? **(!!) (See the Jericho Effect (misdirection)?)***

Assumptive Close: *Fine, let's set one for _____ o'clock, and the other for _____. So then, _____, let's assume one of these people fits the specs to a 'T', you like this one, and he or she's headed for a second stage interview. You told me he would see _____ (see JO for other people in the process), right?"*

Ought to be "YES!" and set aside time for the second stage:

"Well, to keep the interest of the Candidate high, let's make that assumption of his or her qualifications, and pencil in some time for (second stage person) to interview. You can confirm with _____, later. Can we pencil in _____ afternoon?"

MAY be "yes!" MAY meet resistance.... If still agreeable, go on...

*In order to capture the candidate at the least cost to you, _____, keeping the salary as low as possible, if all goes well in that interview, is there any reason we would not be able to extend an offer by...? **(set twenty four hour deadline after final interview....)***

You may find different time frames make sense, based on what you learn. This example is generic, based on the promise of the company that they need someone YESTERDAY! You are looking to identify the possible "hype." But also, you have effectively closed the deal, one to two weeks down the road, and you haven't even a candidate in hand!

Will they all work that way? Of course not, but the closer you come, the stronger your control of the process!



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HIRING AUTHORITY DEBRIEFING

- 1. Overall, how did it go?**

- 2. How close is the candidate to the position described?**

- 3. Who else did he/she meet? How long with each?**

- 4. What did you focus on by questioning? His/Her response?**

- 5. Was there anything in his/her background to cause concerns?**

- 6. What is the next step? How did you leave it with the candidate?**

- 7. Discuss money? How? Numbers?**

- 8. Will the candidate fit into your company environment?**

- 9. Are you ready to a) make an offer? b) go to the next step?**

- 10. DISCUSS MONEY! (Bird in the hand...)**

Log potential objections, set asides, other concerns not fully addressed yet:



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CANDIDATE DEBRIEFING

- 1. Overall, how did it go?**
- 2. How was the position described?**
- 3. Who else did you meet? How long with each?**
- 4. What did they focus on by questioning? Your responses?**
- 5. Was there anything in your background causing concern?**
- 6. What is the next step? How did you leave it with them?**
- 7. Discuss money? How? What was your response?**
- 8. What is your impression of your potential supervisor? The company?**
- 9. Ready to a) take the job, b) go to the next step? Why or why not?**
- 10. DISCUSS MONEY!! (Bird in the hand...)**

Log other comments, objections, set asides not yet addressed:



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RATE SCRIPTS- CLIENT

_____, it's been our experience that an individual with this skill set will command something around [\$70.00] per hour. If I can identify someone who can fill your needs, under that [\$70.00] mark, are we in agreement for your [six month] consulting assignment?

Holy cow! [sic] That's unbelievable! We only pay [\$60.00]! (But was originally thinking only \$50, so already- we've won!)

Please understand, _____, my job is to find you the right person at the lowest possible price, which may well be that low or lower. But our experience in the marketplace for a person with all the skills you require, is probably closer to that [\$70.00] mark. Perhaps, if we lessen a few of the requirements, I can limit the rate to less than [\$65.00] a mere five dollars more than you may be thinking, but probably better quality. If I can keep it to less than [\$65.00], we can do business, right?

No way! We have several people on board already that are under [\$60.00]! We shouldn't have to pay that much!

I know how you feel, and we will do our best to match that rate. But today's marketplace is simply willing to pay too well. So, _____, if I find someone who does [list three major requirements] and is perfect for your project, but require [\$65], are you telling me you don't want to hear about them?

Well, no, we can talk about it. (Seeking flexibility!)

Then what we will do is limit it to the [\$65.00] rate and do my best to find someone under that. If I do find someone who requires less than [\$65.00], we can do business, right?

Okay, but I'm expecting a lower rate.

Of course, and I'll do my best.... (And trust is built on the success!)



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SALARY RANGE SCRIPTS- CLIENT

When you do not know the range ahead of time:

We want to pay \$50,000 to \$60,000. (IF you ask, you allow them to set it- then stretch it with this next statement)

Otherwise, I prefer you start with this:

_____, it's been our experience that an individual with this skill set will be making around [\$55,000 to \$60,000], and will require a bump to move, somewhere in the [65 to 70,000] range. Tell me, can your budget support [\$70,000] ?

Holy cow! [sic] That's unbelievable! We only pay [\$55,000]! But he was going to pay only \$50k... we are half way there...

Please understand, _____, my job is to find you the right person at the lowest possible price, which may well be that low or lower. But our experience in the marketplace for a person with all the skills you require, is closer to that [\$65,000] mark. Perhaps, if we lessen a few of the requirements, I can limit the salary to less than [\$60,000]. What is it you can live without?

No way! We have people on board y that are under [\$58,000], now! We shouldn't have to pay that much! (And he has an opening... why? But don't ask)

I know how you feel, and we will do our best to match it or come under that number, if possible. However, if I find someone who is at [\$65,000], does [*list three major requirements*] and is perfect for your position, are you telling me you don't want to hear about them? **(Seeking flexibility!)**

Well, no, we can talk about it.

Then what we will do is limit it to the [\$65,000] salary level and do my best to find someone under that. If I do find someone who requires something less than [\$65,000] then, we can do business, right?

Okay, but I'm expecting a lower salary level

Of course you are, and I'll do my best... **(And the better I do for him or her, the better will be the trust, later...right?)**



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FEE SCRIPTS- CLIENT

Contract: *Coming in from resistance to high salary: “Perhaps we should talk about the other half of the equation, ____.” This will derive the second half resistance to sell contract/temp...*

For all: “As you are probably aware, our fees for this service are based on the annual salary, a fee of 30% of the first year’s compensation. So, then, at [\$70,000] that would be [21,000]. Do we understand each other?”

Holy cow! [sic] That’s unbelievable! We only pay [20%!]

Contract: *Go to the contract sell... Perm: continue below.*

I see, _____. These are with employment agencies you’ve worked with in the past?

Yes, of course!

Perhaps I should explain how we work, _____. I constantly identify top quality performers in the marketplace. Based on what you’ve shared with me, here, I attempt to attract the best of these to your opportunity. You and I working closely together will secure them for your company. Now, this is considerably different than an employment agency and well worth 30%... right?

That’s just too high!

Accounting/Finance only: Tell you what, _____. You may not be used to our kind of service. To show you what I can do, let me give you our introductory offer of 10% off the fee... .. which is only 27%. Can we do business?

NO! That is just too high!

As you might guess, _____, there are many hands in the placement process, and they each share a part of the fee. So, naturally, the best candidates, from any placement firm are going to those 30% clients first, and if they fail there, they go to the 25% houses, and if they fail there, also, you get to see what is left over. That can affect the quality of the people you hire, and thus your staff. Is there some way we can work this out? I really want to help you, but you need to step up and help yourself in quality, too...

NO...

All right, we stand at 30%, you stand at 20%. I’d like to show you what I can do, and give you a chance to land the best candidates. Negotiating means both of us should give a little. I’ll meet you half way, at 25%. Compare the best you can find anywhere else against the best I can find. If you like **[theirs]**, you owe me nothing, If you like mine, then and only then would you pay the 25%. _____, what could be more fair?

I only pay 20%. (Mr/Ms Robot!)

Well, _____, in order to go that low, I have to go to my manager. Now, he is a good negotiator, and he is going to ask me what I’ve gotten back in exchange for money out of my pocket. We can reduce the guarantee to _____ **(half of your usual)**, decrease the payment schedule to _____ days (10 days or less) from start date, and look for other areas to cut service. Where do we start?

Oh.... Well, in that case, 25% is fine...

[YIPPEEEEE!!!] But only do this after you hang up...

all [brackets] are variables



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RESUME NEGOTIATIONS

(matching)

Send me a resume...

When you say to send you a resume, _____, are you saying this candidate interests you?

Well, duhhh!

Well, _____, if you are like most of our clients, you need a resume to interview from. Is that correct? **(misdirection)**

Uhh, yes.

The best thing to do, to keep interest high on the candidate's side, and thus save you a great deal of money in the coming years, is to move quickly. I can have him/her bring the resume to the interview, and come in fifteen minutes early. That will give you time to look it over to be prepared. What can I tell you that will help set that interview?

I need it before that.... (lack of trust)

Okay, let's do this. Give me an interview time, and let's confirm it. I'll send you the resume, once I've secured the candidate's permission, and you will be well prepared. How about **[Thursday]** or **[Friday]** this week?

I need it before I'll commit... (hardhead!)

In order to do that, I'll have to show the candidate you are indeed serious. Let's pencil in a time on **[Thursday]** tomorrow, and I'll get you the resume today. If you find something that tells you I was wrong, you can cancel. What could be more fair... Which time is best for you?

No resume, no deal... (not very helpful, hmmm?)

Finne, _____. I'll ship that out to you as soon as I can get permission. Because this kind of candidate is in high demand, we need to move quickly. I need you to look it over and be prepared to handle our overview, say later today. I can call at ____ or _____. Which time do you have open? **(I am keeping timeline control)**

Neither... I'll be in Aruba for the next week, anyway. (or whatever!)

Okay, _____, I'll call you the week following if this candidate has not slipped away. **(Formula close here)...**

[Remember, it's a matter of control.... No control, no real JO]



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TEMP/CONTRACT CONCEPT TO LOCK JO TO YOU OR TO OFFER ALTERNATIVE PLACEMENT! NOT FOR CURRENT TEMP/CONTRACT CLIENT- THIS IS A CONCEPTUAL SELL

I. After full Fee and Salary push: *I am sensing some hesitation, _____, to both the salary I suggested, and the fee. Perhaps I have an alternate suggestion, here. Tell me...*

II. To simply bandaid or sell contract directly:

A. *How long has the position been open? (More than a week is best)*

B. *How many people are on staff in that area? (Five or less is best)*

_____, *it sounds like you may be using current staff to cover the position, but that often prevents them from operating at top efficiency in their own responsibilities.... I have an idea.... If I could show you a way to make sure the job is covered, help bring your people to full efficiency, give you the time to sit back to look for the perfect candidate, AND do this in a cost effective manner, would that be of interest to you? (Why, yes!)*

We can put a qualified (interim, temporary, contract(!!!)) employee in that position to cover the workload, free up your regular staff and give you that time to identify the perfect candidate... sort of take the pressure off. This is where a (T/C) can really pay for itself. Does this make sense? (Sometimes, yes! Or, What does that cost?)

_____, *it's been our experience that an individual with this skill set will command something around [\$70.00]. If I can identify someone who can fill your needs, under that [\$70.00] mark, are we in agreement for your [six month] consulting assignment? (Rate is candidate salary, minus 1 point)*

Holy cow! [sic] That's unbelievable! We only pay [\$60.00]! (But was originally thinking only \$50, so already- we've won!)

Please understand, _____, my job is to find you the right person at the lowest possible price, which may well be that low or lower. But our experience in the marketplace for a person with all the skills you require, is probably closer to that [\$70.00] mark. Perhaps, if we lessen a few of the requirements, I can limit the rate to less than [\$65.00] a mere five dollars more than you may be thinking, but probably better quality.



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CONVERSION SET-UP For all Contract/Temp Clients

all [brackets] are variables

One of the advantages of having someone work for your company on contract/temp, is that you get a chance to see how well they perform, how well they fit into your organization and if you like them. If all goes well, and you hold them for [X months], you can convert them to your own payroll on Direct Hire for no additional fee. Pretty good idea... right?

(!!)

Something to think about, however, is that a contractor/temp working [X months] with no guarantee of a perm position, is that another recruiting company can come along and place them somewhere else, and that would waste your investment in time and money. What many of my clients have done to counter this, is to pick them up at the [X/2 month] mark, and then the placement fee is only half, or [half the quoted fee, which would then mean only [\$10,000] instead of the [\$20,000]. Something to consider as we move along on this process. So for now, let me ask you a question, _____...

TEST IT:

If I can provide that temp who has X experience, with education, who does 3 MF very well, at that Bill Rate under \$XX, can we start them for you on ('Monday')?



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TIME MANAGEMENT SAMPLE

(Perm Consultants, and all Recruiters)

Time spent before 9:00 am is on interviews, research and busywork.

9:00-10:00 Followup on those things closest to the bank, References, Briefs, Debriefs, interview or send-out confirmations and the like. Of course, if you don't have any, you can recruit or market.

10:00 to 10:30 Computer catch-up, call-backs, emails and so on. No proactive cold calls.

10:30-11:30 Recruiting or Marketing cold calls. Inventory depth only, if possible, on Recruiting calls. Try to talk to as many people as possible in the hour.

11:30 to 12:00 Computer catch-up, call-backs, emails and so on. No proactive cold calls.

12:00 to 1:30 Lunch, interviews, research calls to get names, and so on. Don't waste it!

1:30 to 2:30 Recruiting or Marketing cold calls. Inventory depth only, if possible, on Recruiting calls. Try to talk to as many people as possible in the hour.

2:30 to 3:00 Computer catch-up, call-backs, emails and so on. No proactive cold calls.

3:00 to 4:00 Tickler hour. Some you really want to talk to, most will be voice mail (request their v/m) so that you can reinforce your name and number. Those without inventory (OS) are a must talk call!

4:00 to 4:30 Computer catch-up, call-backs, emails and so on. No proactive cold calls.

4:30 to 5:30 Second stage calls, followed by planning before you go home for the day. Planner includes all call sheets and lists of people you plan to talk to, tomorrow. After 5:00 is also a good interview time.

Specs: Four hours of contact work. Three interview times. Plenty of time to catch up and keep up! Use THE PEAC SYSTEM® Planner Book for making sure nothing slips through the cracks!



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JOB ORDER FORM

MINI JO Need to Know:

Title: _____ Yrs Exp: _____ Sal/Rate _____

Education R/P: _____ Cert/SS: _____ Start: _____

Responsibilities (3MF/TECH): _____

FEE/RATE DISCUSS (Y/N): _____ % _____ AND/OR \$ _____

Helpful to Know:

Staff size: _____ Reports to: _____ Title: _____

Travel?: _____ % age: _____ Job Sizzle: _____

Current candidate status: _____

Mini JO Transition Statement: *Two ways to handle this, _____. I can leave this on the side of my desk, call you if I happen to run across someone, or I can conduct a full search for the right one. In order to do this latter, I will need about ten more minutes. Is this a good time to talk, now?*

Why Open: _____ Steps taken to fill: _____

Results: _____

Weaknesses seen: _____

Co's no hire from: _____ Will: _____

Hiring Process (who): _____

Applications/Tests?: _____

Co Sizzle? _____

Benefits: _____

Promotional Opportunity: _____

DOWN STREAM: Phone: _____ Intv's Dates/Times: _____ and _____

Seconds: _____ Offer Anticipation: _____ Problems: _____



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MARKETING OR MATCHING SCRIPTS

Chemistry: *It has been our experience that only 25% of the hiring process is the basic background, or facts, while 75% is chemistry, or how well you like the individual. You and I can go over every detail of the background right now, but no one, other than yourself, will be able to judge whether you like this person. You should invest a half an hour or so and determine if you even like him/her. What else can I tell you that will help you set the interview?*

Comparison: *I know you may want to wait (for ad, other firm, etc.), but your real task is to identify the best possible person for the position. I have an idea(!)*

Why don't you sit down with my candidate and then compare him/her against the best these other sources find. If you hire from [that source] and are happy, fine. But if you decide to hire my candidate, only then do you owe me a fee. What could be more fair?

Start the Process: *I realize you want to see what your [source] can do, and that is certainly wise. It can work very well. However, _____, it has been our experience that sometimes this [source] can come up dry. If you elect to turn to me, say, three or four weeks down the road, this candidate will no longer be available, and I might need another three or four weeks to identify the right one. I have an idea (!)*

Why not start the process and see my best one or two people? If you hire from your [source], nothing has changed. But, should you come up dry, you already have at least one person in the loop you can turn to. And, only if you hire my candidate, do you owe me a fee. What could be more fair?



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Stop the process:

Well, it seems you may have already identified the candidate of choice. Good for you! Still, your task, here, is to make certain that you have the best possible person for the position, right? I have an idea(!)

Why not hold off on the offer for a day, sit down and talk to my candidate, and then you will know you have the best available, yours or mine. Besides, only if you hire mine, do you owe me a fee. What could be more fair?

IAS Close:

*We constantly **identify** quality people in the marketplace. Based on what you share with me about your requirements, I will **attract** one of these to your position. Working closely together, _____, you and I will **secure** the best of these to your position. **Close-based on what brought it up:***

FEE

Do you see how that might be worth more than your typical agency service? (or, well worth 30%?)

FAV Firm:

Do you see why we might be a great second source to your current agency relationship?

SUCCESS/NDRS/VOLUNTEER:

The reason we are so successful, _____, is that we don't push our candidates on our clients. What is more important is to find what is of value to you, then see if this or another candidate makes sense. Tell me, how many years experience....

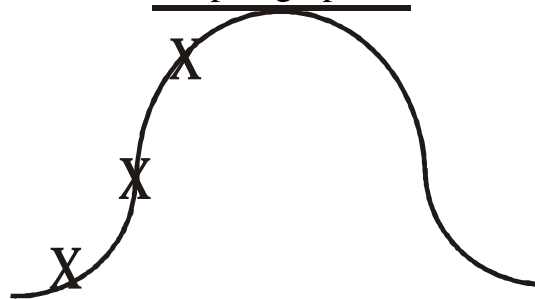


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INTEREST PEAK

Client and candidate Interest Peak differs only in what happens to money as time goes by. With the Client stalling, the candidate's requirements can go up or interest down (you have to buy them back). With the Candidate stalling, the Client can pull the offer, then come back later at lesser dollars (rare, but it happens!). Draw Bell Curve, add the extras with the below paragraphs:



When I first introduced you two, the [other side] knew nothing about you. Let's place an 'X' down at the lower left of the bell curve. This represents the level of interest the [other side] had in you at that point. Through a series of discussions, paperwork, interviews, etc. the 'X's' have climbed up the left side of the curve until here they are today at the very top of the Interest Peak. So far, make sense?

Client:

Now, every day that you delay an offer, the candidate begins to suffer from sour grapes, convincing themselves that you don't really care. As they do that, the dollar requirement can climb significantly. A two thousand dollar increase can cost you well over twenty five thousand dollars in a ten year career span.

(PAUSE) *Are you prepared to risk that much expenditure to wait a day or two?*

Candidate:

*Now, every day that you delay an acceptance, the client begins to suffer sour grapes, despite what they told you about taking your time. Nothing is cast in stone. If a better candidate comes through the door, and believe me, my competitors are working hard at it, they can pull the offer to pursue the new individual. If they don't land him or her, they will probably come back to you, but interest level will have changed, and can cost you as much as two or three thousand dollars in the offer. Over a five year run, you would be throwing away ten to fifteen thousand dollars. **(PAUSE)** Are you prepared to lose that money in an unnecessary delay?*



THE PEAC SYSTEM®, INC

Finding, Training & Keeping 'Em

MATCHING SCRIPT

Client

You MUST know what is of value, outside of skill requirements, to the client. You cannot talk only about the requirements of the job. After all, you should not be calling them if your candidate did not have the skills. So, how did we find out those values? We asked, "Besides the skills, what other, less technical aspects would you like to see?" So, right off, we need to see if there has been a change in those values, such as a restructure from interviewing another outside candidate, whatever! Why give out all the information when we may not even have a shot?

We are closing for a send out in the days to come! (Using Candidate's two half days for perm for send outs, and a start date for temp!)...

*The last time we spoke at length, _____, you told me that you wanted a candidate with (repeat the skills required, then the subjective points, lay them out!)... right? **Ought to be a yes! Listen.***

Choices:

1. **Already hired a candidate, out of the running (possibly- and start tickler!)**
2. **Changed values- We didn't pin him/her right in the JO.**
3. **Nothing changed, best choice!**

Well, _____, I have good news! I have a candidate that offers (A-explain, B-explain, and C- explain how) and, in addition... they offer (Extras: D-explain, and E-explain!). This outstanding individual is available on... (close on Candidate's two half days send out, or start date!)...

What's his/her salary/rate?

Perm: *You were willing to go to \$_____, and the good news, I should be able to land this one well under that. So, which day is good for you?*

Temp: *You and I had discussed paying \$____, and the good news is that if we start on Monday, I can land this one for you under (down a buck or two) \$____. So, we can start this one for you on (day, date)?*

Send Resume- See Resume- Matching scripts