

## YES OFFERS

**GET THEM EXCITED!!!!**

LET THEM KNOW HOW THEY BEAT OUT THE COMPETITION, WHY YOU LIKE THEM, HOW YOU SEE THEM FITTING IN, YOUR VISION FOR THEM, ETC.

**ADDRESS ANY CONCERNS OR QUESTIONS THEY HAVE**

MAKE SURE YOU TAKE TIME TO ADDRESS ANY QUESTIONS OR CONCERNS THEY MAY HAVE, WHILE KEEPING THEM EXCITED!

**LET THEM KNOW HOW YOU WENT TO BAT FOR THEM & GIVE THEM A HEADS UP IF THE OFFER IS DIFFERENT FROM WHAT THEY HAD HOPED**

FOR EVERY NEGATIVE, GIVE TWO POSITIVES. YOU WANT TO SAYING YES/NODDING THEIR HEAD. LISTEN TO WHAT THEY DON'T SAY

**LIST ALL THE BENEFITS & SELLING POINTS**

TITLE, BONUS, 401K, VACATION, SICK, PTO, HEALTHCARE & DEDUCTABLES, HOLIDAYS, FLOATING HOLIDAYS, COMPANY CREDIT CARD, FLEX SCHEDULE, INTERNAL PROMOTIONS ANNUAL RAISES/REVIEWS, GREAT TEAM, ETC.

**LISTEN FOR ANY HESITATIONS OR CONCERNS IN THEIR TONE**

MAKE SURE YOU ADDRESS ANY QUESTIONS OR RESERVATIONS THEY MAY HAVE PRIOR TO TALKING DOLLARS

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SHARE THE SALARY, BUT THEN STOP TALKING AND WAIT TO HEAR THEIR RESPONSE.... ONCE YOU HEAR THAT...MAKE SURE YOU IMMEDIATELY ADDRESS ANY CONCERNS IF THEY HAVE THEM.... IF NOT, ASK IF THAT IS A YES?!?!?! AND LET THEM KNOW NEXT STEPS

Make sure you confirm next steps, give them a timeline | Ask if they have any vacations planned | See if they are expecting any other offers | If they have another offer, ask how this compares | One a scale of 1 – 10 what is the likelihood you will be the next newest member of our team?!