



# Email to the Rescue

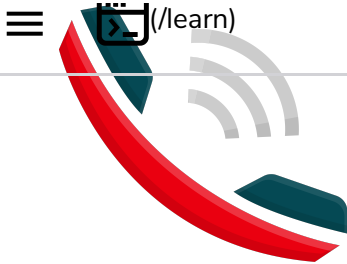
Lot of us software developers are introverts and may find it hard to negotiate with recruiters over the phone or in-person. In such situations, email should be the preferred method of communication.

As tech professionals, we have limited human interaction. The majority of our time is spent programming dumb machines to masquerade as intelligent entities. Our desk jobs do not prepare us well for advocating our case with recruiters in person or over the phone. Compare our situation with that of a recruiter who is dealing, negotiating, convincing and conversing with dozens of candidates on a daily basis. This puts the recruiter at a steep advantage in a negotiation. Any experienced recruiter would have perfected the arguments, counter-arguments, comebacks, tactics, and pitches to throw at a candidate while negotiating.



Whereas, the candidate would only have at most a few dozen such conversations in his entire lifetime. The easiest ruse to negate a recruiter's advantage is to move as much of the conversation as possible over email. Being on email gives you time to think, plan, and react appropriately. You are not being put on the spot and have ample opportunity to weigh your options.

You will find recruiters itching to get onto phone calls even for mundane communication, so much so that



some will want to get onto a phone call just to let you know that you have been rejected and then refuse to provide any feedback!



If you receive an offer from the recruiter over email, continue the communication on that medium. If the recruiter phones you to congratulate and make a verbal offer, you can thank and request some time to digest the news and think about it. Here is a sample response:

That is so exciting! I am thrilled to have been accepted! Let me take some time to think through the numbers you mentioned, and then we'll take it from there.

Thereafter you can write an email with a counter-offer or ask for more time and move the conversation over email. Remember, if the recruiter ever tempts you with “So what do you think about the offer?” do not feel obliged to offer an opinion in return. You can politely deflect by responding, “I am very happy/thrilled/excited to get this opportunity, but let me just sleep on it”.

Email also helps you with keeping a record of the conversation and the numbers. Many recruiters will be hesitant to deliver a formal offer letter unless you verbally accept the offer. In such circumstances, you can move the conversation to email, quote the recruiter's numbers and then counter them with what makes sense to you.



Readers whose first language is not English will find it especially useful to have these hard conversations over email rather than over the phone.



In some cultures, money-talk is taboo, and some candidates who are immigrants may feel shy or out of line asking for more money. Email is the answer if you experience similar concerns. In summary, communicating with recruiters over email when negotiating is almost always better than in-person or phone conversations.

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