

INTERVIEW STRATEGY

**Don't Reveal
Deal Breakers
Before You Have
an Offer**

You're killing your leverage

Things I hear candidates say during interviews:

"I'm not sure I'd relocate..."

"I really prefer fully remote."

"That salary range might be too low."

"I don't love that location."

WHAT THE HIRING TEAM THINKS

You're planting seeds of doubt.



"This person has baggage..."



"The other candidate doesn't have these concerns..."



"Why take the risk?"

Before the offer, you're **competing**.

BEFORE OFFER



You're being compared.
You're being evaluated.
Every concern is a risk.

AFTER OFFER



They've chosen you.
They want you.
Now they'll work with you.

HERE'S THE KICKER

What you think is a deal breaker might not be.

- 💰 Companies increase offers for top candidates
- 🏡 They negotiate remote policies
- 📍 They make relocation exceptions
- ✨ They find creative solutions

Cards you should keep close to your chest:



"I don't want to relocate"



"I need fully remote"



"I don't like that region"



"That's below my minimum"



"The start date doesn't work"



"That team isn't my first choice"

BEFORE THE OFFER

Be the easiest "yes" they've seen.

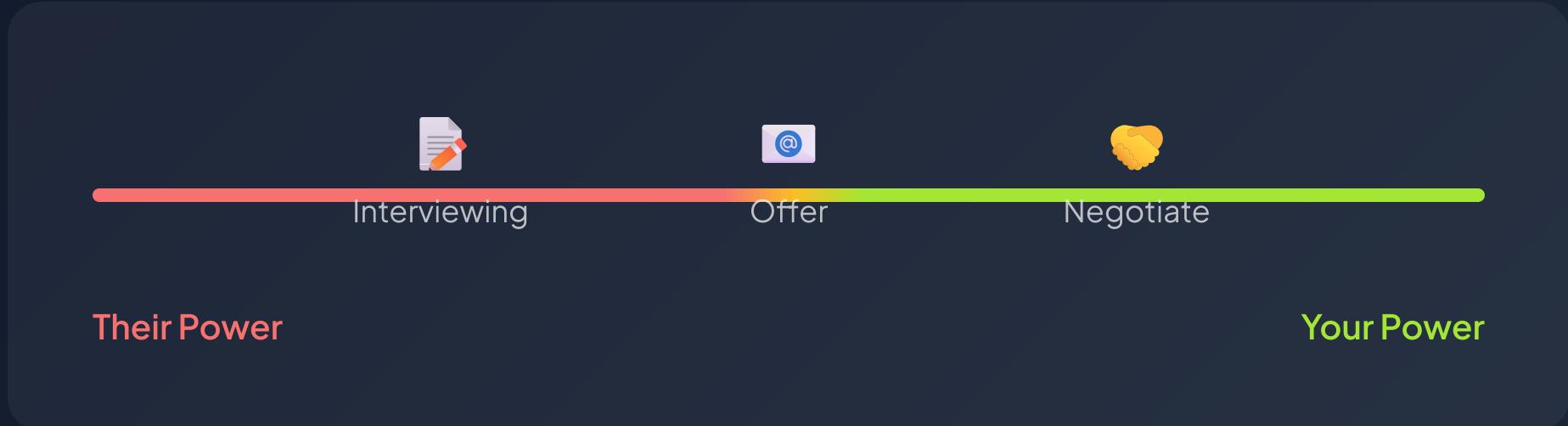
- ✓ Be agreeable
- ✓ Be flexible
- ✓ Be enthusiastic
- ✓ Keep concerns to yourself

AFTER THE OFFER

Now you have leverage.

- Now you negotiate
- Now you're transparent
- Now you discuss trade-offs
- Now you have power

The offer is when the power shifts.



**Don't give away your cards
before you're at the **table**.**

Get the offer first.
Then negotiate everything.

Patience = Leverage



Repost



Save



Follow