

## 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

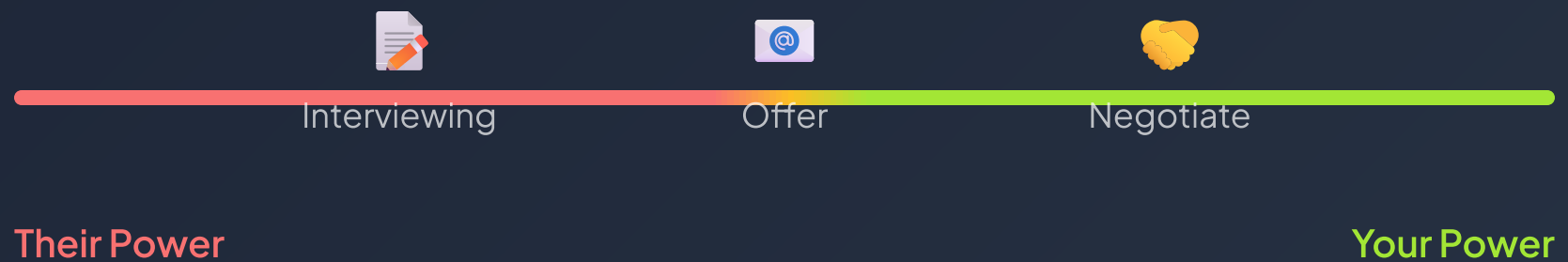
## AFTER THE OFFER

# 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**



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