

For: Sample Candidate

Email: sample@limra.com

Completed: 2016-10-18

Location: 06096



Personalize your conversation with candidates! Recruit2Go asked the candidate which career motivators and work preferences are important to them. With the conversation-starters below, you can engage this individual candidate in meaningful ways that help them visualize working as a new member on your team.

“Ask This” can help you learn more about what’s important to this candidate.

“Try This” will help you launch relevant discussion about:


- what the job might be like for a new hire
- the culture of the workplace and industry
- your own experience in the career


Click [here](#) to see a demo of this process in action.

Career Motivation



This candidate says the following motivators are important to them when thinking about a career. These insights provide a great way for you to tailor your conversations to the things that matter most to them.

<p>Make a Difference</p>  <p>It's important to me that I be able to make a difference for others in my career.</p>	<p>Ask this:</p> <p>What does having the opportunity to make a difference in your career mean to you?</p>	<p>Try this:</p> <ul style="list-style-type: none"> • Describe ways clients are positively impacted. • Talk about the charity work done by members of the team. • Share a personal story about making a difference.
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<p>Learn New Things</p>  <p>Having opportunities to learn new things helps grow my career.</p>	<p>Ask this:</p> <p>What does having the opportunity to learn and grow in your career mean to you?</p>	<p>Try this:</p> <ul style="list-style-type: none"> • Describe the training they can expect. • Talk about the continuing education available. • Share something you learned that impacted your business.
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 <p>Variety</p> <p>Having lots of things to do at work keeps it interesting.</p>	<p>Ask this:</p> <p>What does an interesting work day look like to you?</p>	<p>Try this:</p> <ul style="list-style-type: none"> • Describe a typical work schedule for the first year. • Talk about the variety of tasks required daily/weekly for success. • Share something in your job that makes time fly.
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Work Preferences

This candidate says the following are attributes about how they most like to work. How do these attributes match up to your environment?

 <p>Mentor</p> <p>Working with a mentor is important to me.</p>	<p>Ask this:</p> <p>What does your ideal mentor relationship look like?</p>	<p>Try this:</p> <ul style="list-style-type: none"> • Describe a person who might mentor the new hire. • Talk about the ways mentoring and coaching occurs. • Share a story about how your mentor made a difference.
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 <p>Teamwork</p> <p>I prefer to work on a team.</p>	<p>Ask this:</p> <p>What's the best part of working on a team to you?</p>	<p>Try this:</p> <ul style="list-style-type: none"> • Describe the people who would work with them. • Talk about the formal/informal ways teamwork is accomplished. • Share a time when a workplace team member made a difference.
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<p>Work Everywhere</p>  <p>I work best when I can complete my work in a variety of settings.</p>	<p>Ask this:</p> <p>What is the benefit, in your opinion, of working in different settings?</p>	<p>Try this:</p> <ul style="list-style-type: none">• Describe typical places the recruit can expect to work.• Talk about benefits of working in and out of the office.• Share a list of the places you do business.
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Don't file this away! Use these responses to help guide the discussions with this candidate throughout the rest of the selection process.