

This report identifies the key leverage points for Andrew that will help you to convince Andrew to work for your company.

Start with the most important factors at the top.

Essential Factors to Consider

Andrew has an extremely optimistic and cheerful attitude. Andrew will be more attracted to work for your company if he/she believes that management and especially his/her supervisor will also have a positive attitude.

Andrew has a very strong desire to be helpful. Explain the ways in which this position will enable him/her to be helpful or supportive of others.

Andrew places a great deal of value on a warm and friendly work environment. If that is the case, discuss this aspect of your organization with him/her.

Andrew places and extremely high value on having autonomy. Explain the ways in which this position might offer autonomy.

Important Factors to Consider

Andrew very much enjoys meeting new people and will be more motivated to work for you if Andrew believes he/she will have many opportunities to do so.

Andrew has a strong desire to have decision-making responsibility. Explain the ways in which this position will have decision-making authority.

Andrew is very motivated by opportunities to take initiative. To attract Andrew to work for your company, specify the areas in which he/she will be able to take initiative. If Andrew has strong eligibility, convince him/her that opportunities will be provided. If Andrew's experience and skills are at a developmental stage, convince him/her that the opportunities will be provided as his/her skills and experience are developed.

Andrew enjoys challenging tasks or projects. To attract Andrew to work for your company, explain the challenges the position will offer. Difficult challenges are motivating to him/her. If there are opportunities for advancement, explain those as well.

Andrew has a strong desire to have employment that he/she perceives to be of beneficial to society. To attract Andrew to work for your company, explain the ways in which he/she could help society through his/her work in this position.

Andrew has a strong desire to be in a leadership position. He/She has a strong drive to take charge. Thus, Andrew will be attracted to work for your company if you can elaborate on the ways in which he/she could take charge of a situation or lead others.

Other Possible Factors to Consider

Andrew enjoys brainstorming and will be more attracted to work for your company if he/she has some opportunities for brainstorming.

Andrew enjoys analyzing problems. If the position involves analyzing problems, explain how his/her natural tendencies could be very beneficial. Discuss the types of problems that can be analyzed in this position.

Andrew enjoys persuading and influencing others. Andrew will be more attracted to work for your company if you explain in detail the opportunities he/she will have to influence management, co-workers, staff, or clients.

Other Possible Factors to Consider

Andrew is enthusiastic about his/her goals. Ask Andrew about his/her goals. Try to gain a complete understanding of each of his/her major goals and acknowledge each major goal. Then discuss how Andrew's goals could be achieved in this position.