

CANDIDATE MOTIVATORS

Changing jobs is life altering and impactful. In order to close a candidate, you need to know the "why" behind their job search.



CAREER ADVANCEMENT

How soon can I move up?
What opportunities exist now and in the future?



RECOGNITION

Feel appreciated at work
Get acknowledged by peers, and leadership either privately and/or publicly



THE WORK

I want to be challenged, stimulated, and constantly learning. I want to enjoy my work.



LEADERSHIP

Do the leaders have a proven track record of success? Do you believe in their management style? Does your new boss inspire you? Do you feel you'll up your game by leaderships methodologies?



COMMUTE

Remote or in-office? How many times do I have to go to the office? How long is the commute?



COMPANY

How innovative is the product? What financial stage is the company at? What press do they have out? Do they have a promising future? Are they mission driven?



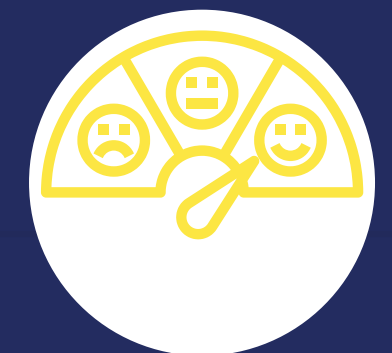
CULTURE

Will I enjoy the people I work with? Does the company have the same values as I do? How is the work life balance?



COMPENSATION

What is my total comp? I want to find the right balance of salary, bonus, sign-on, equity, 401k, insurance benefits.



CANDIDATE EXPERIENCE

How has the interview process been? How has the company made you feel? Was there transparency throughout? No waiting by your email because you knew timeline?