

## Determining Motivating Factors

*So we've talked about your experience as it relates to what a company gets when hiring you – let's talk through what's important to YOU. It's important to spend a good amount of time thinking through what's worked, what you'd like to avoid, and make sure we both have a strong picture of what you are looking for – so we know when we've found it.*

### **MOTIVATING FACTORS**

<b>Other than money, what are you looking for in your next opportunity that you don't have now?</b>	
<b>How much longer do you see yourself being content in this role? Has your company outlined exactly what needs to be done and by when, in order for you to advance?</b>	
<b>In a new situation, what would you love to improve or change about your department? Your boss? Your team? Your company? Your commute?</b>	
<b>Have you voiced any of those concerns? If not, why not? If so, what changed?</b>	
<b>When you go on an interview, how will you know the role and the company is right for you?</b>	
<b>At what point in your career were you most challenged? What circumstances were at play at that time?</b>	
<b>What would you replicate from previous companies or departments in which you've worked?</b>	
<b>What is the biggest obstacle that is keeping you from being more effective or from meeting your objectives?</b>	
<b>When is your next review? When was your last review? How satisfied were you with the feedback and promotions last time?</b>	
<b>If you became CEO tomorrow, what is the first thing you would change? Why?</b>	
<b>When you lose business or clients, what key factors caused that to happen? Why does a client choose to go with a competitor, over your firm?</b>	
<b>On a scale of 1 – 10, how motivated are you to make a change at this time? What makes you (number)?</b>	

*We've touched on a little of this, but I want to make sure I have plenty of ammunition to separate you from others any hiring manager is considering. This will position you in the best spot possible, so that YOU are the one in the driver's seat to have the best of the best opportunities in front of you.*

**QUALIFYING THE BENEFITS**

**How do you compare to others within your organization in similar roles? How do you rank amongst your peers, and why?**

**Why would another company want to hire you? What do you do that causes you to be superior in your role?**

**How do you turn a client into a repeat client?**

**What recommendations have you made that contributed to the firm related to time saved, money saved, reduced expenses, or revenue produced?**

**What personal skills do you have that have allowed you to experience success?**

**How have you kept up with changing technology, ideas, or products in your industry? How do you get ideas or stay ahead?**

**What professional experiences do you feel had the most impact on shaping who you are today?**

**Tell me about some of the obstacles you have had to overcome in order to reach your present position.**

**What goal have you had in your life that took you the longest to achieve? What did you learn from that experience?**

**Describe how you set your professional goals for the last year and how you measured your work. Did you achieve your goals? Why or why not?**

**Give me an example of how you have taken control of your career.**