

Executive Hiring Dynamics Report

What is this report?

Observations, Reflections, Recommended Paths — This report is meant to add a layer of perspective for a potential candidate, not a hiring recommendation itself. Opportunities or challenges in their person’s wiring can differ based on how they are led. The goal of this report is to point out pertinent details about their wiring, offer reflections and questions that could be worth the executive team’s consideration, as well as to recommend some avenues for follow-up that could assist the executive team as they determine whether this candidate is the right hire for their open role.

Candidate

Jane Doe

Position: Chief Executive Officer
Voice Order: Cr/Co/N/P/G
MBTI Type: ENFP

Executive Team

Cal Brekke

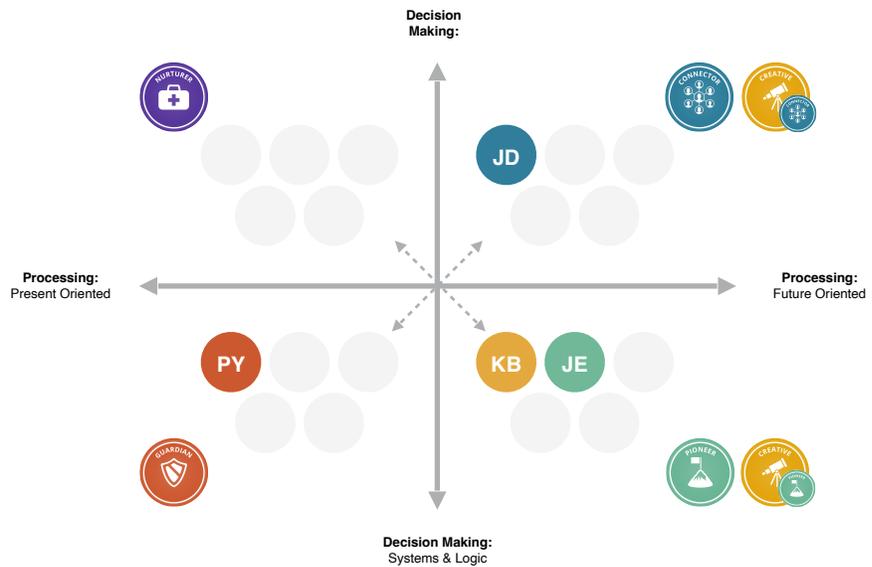
Voice Order: Cr/P/G/Co/N
MBTI Type: INTP

Jim Eberhard

Voice Order: P/Co/Cr/G/N
MBTI Type: ENTP

Phil Yarman

Voice Order: G/N/P/Cr/Co
MBTI Type: ISTJ



Legend

Voice Orientation ←

Nemesis Voice ←

Essential Dynamics Questions

- What culture, way of decision-making and processing are most natural for us? What are our potential blindspots as an organization?
- What opportunities would this person’s wiring present for our team’s perspective? Where would our team need to be intentional to bring their best to the table?

Reminders

- Dynamics describe orientation or preferences, not capabilities. Nature, nurture and choice each play a role.
- Helpful goals with this report would be to understand potential management implications to get their best, how to speak their language when there is miscommunication, how they adjust to value ‘cognitive diversity’ on the team.

The Role & Their 70:30

70

- Relationship creation and management. Helping connect opportunities to individuals.
- Realigning resources to create new or unique opportunities for tenants and teams.
- Engaging a team ...
- Synthesizing and executing on 'pie in the sky'

30

- Unchanging set of outcomes and tasks to earn a salary
- Dependency on others to be able to wake up and drive toward a goal.

Motivation & Incentive

- Growth in the ability to create workable systems — project better this year, and response time shortened
- Competition — ability to control their own destiny — meritocracy
- Request for help in problem solving
- Data
- *De-incentivizing* — lack of systems that keep us from making the 'same mistake twice'

Manage to Success

- Waste time with people, especially team — be known personally
- Using “Yes, and” goes a long way to getting future oriented voices to bring you ideas
- Setting goals, deadlines alongside them that can create the work into something that can be won
- Have them bring suggestions and a couple of questions around input they need to make their ideas better

Potential Unique Opportunities or Tensions

- Framing casual “small talk” relationship and general likability as necessary currency for success. You'll likely see people strategically, but if they feel that way you'll lose influence (relational capital), specifically in a local market setting.
- Deal flow v. Quality deals v. Won deals — Really naming and incentivizing various levels of wins, or allowing him to paint a picture for that
- Self-starter and likes a team — Cares who he works alongside, but wired to win and initiate if left by himself