



Candidate ASAP, Accurate Search Accelerated Placement™

ACQUISITION

Date:

Candidate Name:

Phone:

Email:

1. **Why** are you considering leaving your current firm? (What are they trying to get away from and what are they running towards? Looking for if it's legit or whether it is a failure on their part-have they not been successful-why?)

2. **Where are you in the process with other opportunities?** What companies/roles have you applied to. (I'm asking you mostly bc what you're looking at is a window of what might potentially be a fit.)

3. **Past Jobs:** Favorite/Why? (What do you want to replicate and not...things you were doing, environment, what you were selling, etc.)

4. **Least favorite/Why?** (What do you want to make sure doesn't happen again- Who do have you experience calling into? (specifics: job titles, functions, and at what sized companies and industries)

5. **Career moves:** What prompted those you have made? (Why did you go from A to B-the logic and the thought process behind those moves, especially if they've had a lot of them. Why was that important to them at the time-is it still? ie more responsibility, more money)

6. **Ideal job responsibilities:** (If you could write your own job description what would it be when you roll out of bed in the morning and your feet hit the floor, what would you like to be doing at a very tactical level)

7. What assignment would make you cringe? (What about that is so distasteful to you?)



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8. **Industries of interest:** Looking for what they are open to-is it narrowly focused bc that's been their experience ie. Been in financial services so they think that's all they can do)

9. **Ideal company:** (this is a company that If you're scrolling through your newsfeed or you see an article you might stop bc you are interested in that company-you may not want to work there but you admire it.)

10. **Ideal company profile** (public, private, size): (looking for the why behind each answer, ie. stability etc.)

11. **Geography:** (Where do you want to live-willing to relocate What would it take for you to make a move ie certain increase in salary)

Virtual or office or a combo: (What is ideal and why)

What is a comfortable commuting radius for you? (More time than miles)

12. **Travel:** (%) (overnight travel-time away from home/family)

Tell me about the travel you do now. (sense of flying, how do they commute, how often) Are there any constraints on your ability to travel for work? (ie. do you coach, involved in some other activity, or obligation)

13. **Ideal Compensation:** If a job fits all the criteria we just talked about what's the number that is below that number don't even bother to pick up the phone to call me. There's no judgment for some people that number is 60k for some its 600k just need to know that below this number I won't call you about it.

Must-haves: (think of it as non-negotiables-if the opportunity doesn't afford you this...)



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15. **Deal breakers:**

16. **Timeframe:** (Find out anything ie bonus, stock vesting, waiting for a commission, family event; anything that would prevent them from moving immediately)

17, **What separates you** from everyone else? What has made you successful? What are you most proud of in your professional career? (how do they sell themselves, whether they can package those things effectively)

18. What are **three moments/accomplishments** you are proud of in your professional career? (see if they have really strong things that make them stand out/unique)

19. **What people would say about you:** (personally and/or professionally) What are some negative things that people would say about yourself (awareness)

20. **Something not on your LinkedIn profile or resume?** If I could only ask one question-this would be the one-people rely too much on the two documents that everyone is looking at your resume and LI profile to tell your story-the problem is that-don't take offense to this-but on paper we can always find dozens of people who look exactly like you but you are a lot more than what's on your resume or LI profile-the person who gets the job or gets more money is the person who tells the best stories-what make you- you, overcoming adversity-how they grew up...)

21. You are amazing, **but...**In regards to a specific opportunity-seems like this would fit you like a glove-but when you go home and tell someone about this opp there's always a but-could be significant or no but there's always a but.

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