

Use interview questions such as those provided here to discuss further with the candidate which motivators are most important to him or her, and how those goals might be realized in a financial services sales career. Also, when there are clear matches with your organization, use this as a way to continuously engage the candidate in the selection process. We recommend that you take notes as the candidate responds to your questions.

“You have indicated these motivators are very or extremely important to you...”

ASK:

What does (this) mean to you?

Why is this important to you?

How would you hope to achieve this if you obtained this position?