

Questions to consider in attracting your RNT

Think about your right next manager:

- What are the attributes of the perfect manager/boss?
- Think of the managers you've responded best to, who stretched and developed you the most, and for whom you were most productive. List all the attributes that define them - how they communicated with you, engaged with you, challenged you, inspired you, handled breakdowns... build a detailed list.
- How did they assign work? Hold you accountable? Actually manage you and your output?
- Then create the same list for the managers you've responded least well to.
- Now build a profile of your "right next manager". You have grown, changed and matured and need different things from a manager than you have needed in any previous - what do you most need from the next one?

What are the attributes of the perfect role?

- What activities give you energy?
- What taps your energy?
- What are your natural talents and strengths? How have they been productively applied in the past?
- What are the things that, despite your best efforts, you have only ever been adequate at?
- What are you passionate about in life? What are the issues or situations that elicit a strong response in you, positive and negative?
- What are the activities that, when you are engaged in them, you become so absorbed that you lose all track of time?
- How will you be spending your time? What will you be doing? Where? With whom?
- Find the courage to ask ten people who are close to you (including folks you have worked with and for) what they see as your unique gifts, the things you do so well, and the things that define what is uniquely you.

Think about Customers and Co-workers

- Are you most effective as an individual contributor or as a fully integrated member of a team? What works well and not so well for you in either scenario?
- What do you need to be able to count on coworkers to provide you?
- What have you admired and respected most in people you've worked with in the past? Least?
- Think about your own standards. When have you found yourself surrounded by people with lower standards than you? What was the standard that was compromised? Did that happen elsewhere also? What about the flip side – when have you been inspired to be better by those around you? What aspects of your game improved? What kind of people do you need around you to keep your 'A' game?
- What behaviours in others tend to shut you down? Expand you? Describe the 'right next' environment.
- Same questions above about customers and other external relationships.

What are the attributes of the perfect organization?

- What factors make you proud to tell others you work there?
- What's important to you in any organization you'd consider joining?
- What business will they be in?
- What clients will they serve? What issues will they address?
- What relationship do they have with those clients? How do they invest in / preserve it?
- Same question, about relationships with their employees
- What attributes of culture are critical?
- How will people work together?
- What will you be accountable for?

