Inside the Mind of a

CURIOUS CHAMELEON

Finding the Elusive High Performing Major Gift Officer in Today's Competitive Job Market

The thirst to learn more about people, places, and things

Intellectual and Social Curiosity

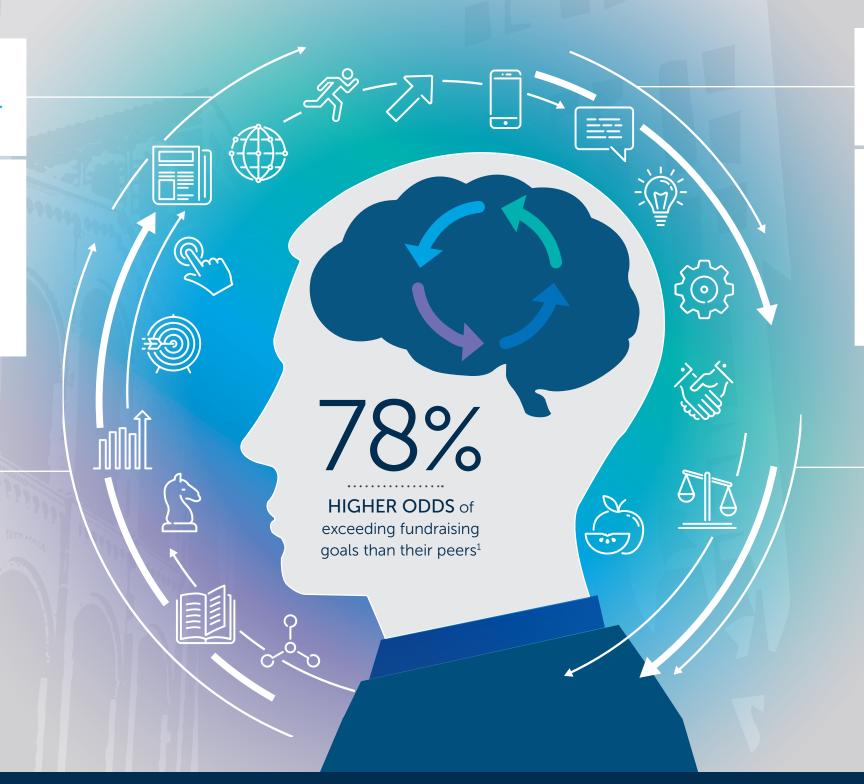
- Accesses a deep and wide repository of knowledge to inform donor discussions
- Identifies the link between seemingly disparate ideas
- Probes prospects by asking thoughtful, insight-generating questions about their goals and interests

The confidence and skill to artfully ask prospective donors to make a financial contribution

Strategic Solicitation

- Exhibits transparency with prospects about the purpose of cultivation visits
- Believes that the fastest way to qualify a prospect is to solicit him or her for a gift
- Doesn't take solicitation rejection personally

Based on data collected from 1,217 major gift officers at 89 higher education institutions across North America and the United Kingdom



Behavioral and Linguistic Flexibility The skill to change speaking style and behavior depending on the audience

- Changes tone, inflection and vocabulary based on the background, and experiences of a prospect
- Reads nonverbal cues, including body language, and adapts approach accordingly
- Utilizes prior experience working with diverse audiences in order to take calculated risks

Information Distillation

The ability to recognize, curate, and communicate relevant information

- Possesses a fluency with data and analytics to enhance prospect prioritization
- Quickly zeroes in on relevant details related to donor motivations and interests
- Explains complicated issues in a comprehensible fashion

How to Hire
CURIOUS
CHAMELEONS

- Expand the recruitment pipeline to include nontraditional candidates from fields like sales, marketing and finance
- 2 Implement a multimodal interview process, including exercises like prospect profile reviews, writing activities, and donor role plays
- Deploy online assessment tools to determine alignment between your ideal MGO profile and the profiles of job candidates

