## **Four-Factor Position Analysis**

Accomplishments + Skills	Extrinsic Motivators	Intrinsic Motivators	Organization and Team Fit
What skills does the candidate need to possess? What are the must-haves? What training are we willing to provide?	What do we have to offer?	Why would someone want to join this fight? What are the hooks that make us want to fight for this organization and team to be successful?	Who will fit in? What are the characteristics about the environment? What personality traits and lifestyle will match well?
Think one year into the future, to when you're having a performance review with the candidate you hire. What will someone need to have accomplished to receive a top ranking from you?	Title Title Flexibility ① Yes ② No Alternate Titles	What is the underlying problem area? What is interesting about it? Why does it need to be solved? What is the status quo if it is not solved?	Core Values of Team and Organization
What skills are needed to solve these problems or accomplish these goals?  Skill Level Train	Compensation Range to Bonus Eligibility Amount Bonus Criteria Benefits Medical Dental Life 401K Stock Options Profit Sharing Allows Remote: All Hybrid O None Requires Travel: Yes O No Prestige or Looks Good on Resume O Yes O No	Who are the clients or end users of products this person will create? What is their story? How are they helped by these products?  Who will this person work with? Are there any motivating factors found in teammates?	Projects are:      Routine     Advanced     Expert  Problems are Primarily:     Business or    Technical     High-Level or     Low-Level     New or     Maintenance or     Rebuild  Technology is:     Established or     Open for Debate or     Open  Processes are:     Established or     Open for Debate or     Open  Fit Preferences:     Team or
	Visible or High-Level Access  Yes  No  Other Long-Term Benefits or Perks:  Environment:   Private Office  Shared Office   High Cube  Low Cube or Open Floor  In what areas are we competitive or not?	Who will this person work for? Not just direct report but the client leaders.  Growth Opportunities: None O Functional Functional Leadership O Business How soon  Number of people in Company Number of people in Department Number of people in Role	