



# Hiring Research Rock Stars

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**Introduction**

**Key dimensions**

**The most important dimension**

**Hiring question examples**

**Sourcing Research Rock Stars**

**Q&A**

Great researchers are worth their weight in gold!

- Lead critically important projects for the firm
- ROI is high, especially when negotiating large contracts
- Act as internal “objective” consultants that ask the right questions, ensure there is no “rubber stamping” happening and consistently push the envelope
- Leverage and share insights/learnings throughout the organization



- Ability to cope with fast-paced, pressured work and **handle stress**
- Accuracy and ability to **notice patterns/trends** within statistics or qualitative interviews. Strong attention to detail and a strong analytical mind
- Have a strong desire to help business partners and company succeed (relationship builders)
- Naturally inquisitive and are strategic and think about “what if” and “what happens next”
- Able to juggle multiple projects/tasks at once. Are **flexible** and able to come up with a plan “B” or “C” in a moments notice. Are creative **problem solvers**
- Can tell a story with data or findings (communication skills)
- Passionate about representing the voice of the customer i.e. they really care and are empathetic listeners
- Natural negotiators
- Capability take on a truly objective point of view

# The “Got to Have” key dimension to be a Research Rock Star



Think with both sides of the brain. They can not only see data patterns, think analytically (the what), but are naturally inquisitive and want to understand the “why”

Left Brain	Right Brain
Logical	Random
Sequential	Intuitive
Rational	Holistic
Analytical	Synthesizing
Objective	Subjective
Looks at Parts	Looks at whole

## Key Dimensions-Flexibility, Problem Solving and Handling Stress

This job can be stressful when things don't go according to plan. This happens quite often. Can you think back on a situation or project you were leading did not go as planned? How did you handle it? What did you do and how did it turn out?

## Key Dimension-Team Member

To be successful on this team you need to be a great team member. When have you had to put the needs of team ahead of your own? What was that like? What role did you play?

## Key Dimension-Think Both Sides of Brain, Recognize Data Patterns and Naturally Inquisitive

Many of our projects are multi-modal. Can you share a time where you dug into data and provided the "what" and then asked additional questions to provide the "why"? What was the problem you were solving for? How did you solve it and how did it turn out?

**Recruit Through Traditional Means i.e. Indeed, Monster etc...**

**Industry/Association Postings**

**Internships**

**Recruiters**

**Team Referrals**

**Contract Workers**

**Internal Business Partners-Your Own Network**

**Vendor Partners**



# Q&A

Questions:

[Pamela.nelson@tiaa.org](mailto:Pamela.nelson@tiaa.org)

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