Inside the Mind of a CURIOUS CHAMELEON
Finding the Elusive High Performing Major Gift Officer in Today’s Competitive Job Market

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

- 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

INTELLECTUAL AND SOCIAL CURIOUSITY

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

INFORMATION DISTILLATION

- Reads nonverbal cues, including body language, and adapts approach accordingly
- Utilizes prior experience working with diverse audiences in order to take calculated risks

STRATEGIC SOLICITATION

- 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

BEHAVIORAL AND LINGUISTIC FLEXIBILITY

- Changes tone, inflection, and vocabulary based on the background and experiences of a prospect
- Identifies the link between seemingly disparate ideas
- Probes prospects by asking thoughtful, insight-generating questions about their goals and interests

78%

HIGHER ODDS of exceeding fundraising goals than their peers

How to Hire CURIOUS CHAMELEONS

1. 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
3. Deploy online assessment tools to determine alignment between your ideal MGO profile and the profiles of job candidates

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