

**PREWORK • COMPLETE BEFORE THE SESSION**

# Recruiting Through ARD

*Auxiliary Recruiting & Development — Participant Worksheet*

Name \_\_\_\_\_

Date \_\_\_\_\_

This should take about 10 minutes. Bring your answers to the session — we'll build directly on them.

## 1. Warm-Up Reflection

In your own words, what is an ARD — and why might it be one of the most effective parts of a recruiting strategy?

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## 2. Watch: “ARD - The Ideal Candidate”

Watch the short clip before the session. As you watch, jot down one trait of the ideal candidate that stood out to you and why.

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## 3. Candidate Brainstorm

Think across your nest — clients, centers of influence, family and friends, community leaders, networking contacts, and local nonprofits. List up to four people who might fit the ideal candidate profile (interested in financial services, wants work/life balance, open to a career change).

#	Name	Where you know them from	Why they could be a fit
1			
2			
3			
4			

## 4. Your “Why”

If you could change one person's career — or life — for the better through this opportunity, who would it be, and what would you want to say to them?

*Bring this worksheet with you. For internal use only. Not for use with the public.*