



# ANDREAS WAGNER

**Enigma**  
DISC Type : ICD

**Chief Human Resources Officer at Alignment Health**  
Los Angeles Metropolitan Area, United States

## Overview

Andreas has no verified overview

### 👉 Personality Overview

- Friendly Yet Blunt
- Challenger
- Hard To Convince

They are likely to ask many questions and look heavily for supporting proof as well as information. They are generally strong communicators and are not easy to convince. They can sound friendly and charming but can quickly change gears to become inquisitive and probing

### 👉 Topics They Care About

Andreas has no verified topics they care about

## Media Appearances

Andreas has no verified media appearances

## Work History

- Chief Human Resources Officer at Alignment Health
- Chief Human Resources Officer at Aerojet Rocketdyne
- Vice President of Human Resources - Aerospace, Defense & Marine at TE Connectivity
- Director of Human Resources - Energy Business Unit at TE Connectivity
- Director of Human Resources - Total Transportation Systems Division at BOMBARDIER

## Education

- Master's degree from Bundeswehr University Munich

## More Information

### Social Presence :





## Prographics :

Exp : **N/A** Location : **Los Angeles Metropolitan Area, United States** Job Level : **Leadership**

Designation : **Chief Human Resources Officer at Alignment Health**

## Insights For Selling To Andreas

### 👉 During A Call Or A Meeting

#### DO's

- Leverage 'negging', or the art of asking negative questions like "you must not be convinced yet..."
- Be prepared for a mix of questions and inquisitiveness, answer them in the tone in which they have been asked
- Build rapport slwly without rushing, it will come handy to handle hard questions later

#### DONT's

- Don't brush off any concerns, take all questions seriously. They are easily deterred
- Don't be too objective but make sure to pad your storytelling with data points
- Don't try to rush them into a decision, provide all necessary information first

## 👉 When Cold Calling

### Insights

**Pattern Interrupt:** Speaking in a slightly hesitant manner, and seeking their permission at the start through a negation can get you a chance.

**Pace:** Speak slightly fast, especially if you tend to be calm and confident. Sound like a 'knows their domain' person.

**Tone:** Keep your tone slightly apprehensive, as if you are a little unsure about calling them.

**Tactics To Win:** Use of negations, giving full information

**Mistakes To Avoid:** Use of superlatives, overusing social proof

**Making The Ask:** Use negations, it is extra effective with them. It gives them a chance to say no, they like doing that.

**Subconscious Driver:** They believe they know a lot, so it needs to make sense as well as make them curious. They need to think that it is something worth investigation.

### Script

**Greeting:** Hi Andreas, this is [user\_fname] at [user\_companynamewordstwowords].

**Opener:** You probably don't want to be on this cold call, would it be a problem if I asked for 30 seconds of your time?

**Introduction:** My company has leveraged 30+ years of research to build an AI that can predict anyone's personality, behavior and decision-making style before you even spend a minute with them.

**Ask:** Companies like [abc], [xyz] have been able to move [KPI1] by X% and [KPI2] by Y%. Would it be too much to put 15 minutes on your calendar to share why this could be high ROI for you?

**Close:** Can I suggest [time1] on [date1]? Or would you prefer any other slots? And [prospect\_email] would be the right email ID for you?

## 👉 When Writing An Email

**Subject:** Exciting but objective

*Example: Making it personalized', 'Changing how to sell' etc.*

**Salutation:** Yes ( Something usual)

*Example: Use 'Hi' (along with the first name)*

**Greeting:** No

*Example: Skip usual lines like 'I hope you are doing well'*

**Emojis/GIFs:**

**Bullet Points:** Could use

**Closing Line:** Logically summarize, keep high energy

*Example: Something like 'If these points make it clear, lets wrap this up at 11am?'*

**Complimentary Close:** Unique or standard

*Example: Something like 'Looking forward!', 'To new beginnings!' etc.*

**Tone of Words:** Confident, informational

**Overall Messaging:** Focused on generating excitement while staying objective

**Length of Mail:** Medium

*Example: Ideally upto 120-130 words*

## 👉 While Negotiating & Closing

The secret to closing fast with Andreas is

- *Proven value, strong objective evidence are important for them, rapport can impact decisions a little.*

Will you ever get a clear answer from Andreas

- *They are practical and friendly, but can give a clear response with a little prodding*

## Insights For Deal Planning

How Fast (Or Slow) Will Andreas Move?

- *They like to be detailed, so unless they develop strong conviction, they can take their time to arrive at decisions*

Can Andreas Take Some Risk Or Not?

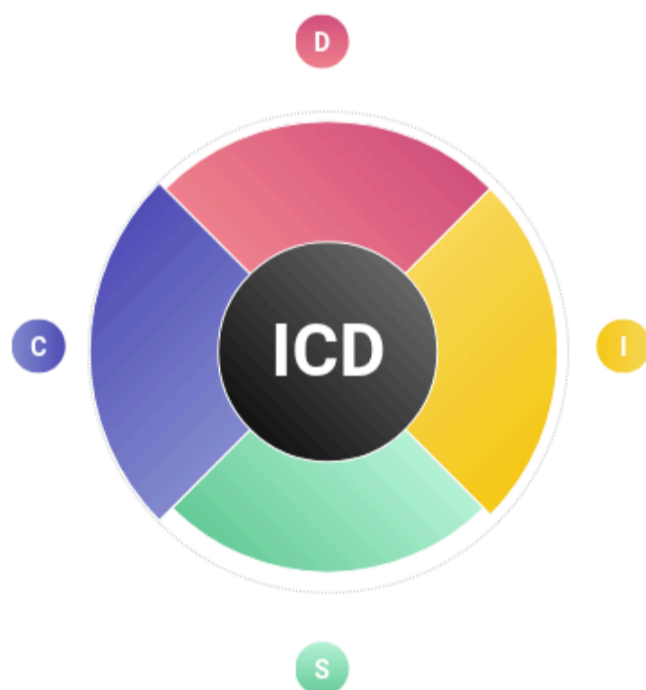
- *They evaluate their decisions systematically and do not take risks that often, unless you can get them to develop strong conviction*

## You And Andreas

### Personality Compatibility

Not enough data to show compatibility comparison

## DISC Profile : Andreas's Key Traits



### INFLUENCE

Influence(I) reflects the degree to which a person prefers to work by influencing or persuading others. Those scoring high tend to be people oriented, are motivated by social recognition and building relationships and can be described as warm and enthusiastic in general.

### CALCULATIVENESS

Calculativeness(C) reflects the degree to which a person is likely to be cautious, systematic and analytical. Those scoring high tend to emphasise quality and accuracy, enjoy showing off their expertise or challenging assumptions but can sometimes overanalyze things and be overcritical.

### DOMINANCE

Dominance(D) reflects how goal and task oriented a person is and her ability to accomplish results, irrespective of how demanding the circumstances might be. Those scoring high tend to be motivated by winning, competition and success and can be described as direct, demanding and strong willed.