## Andrej Karpathy

San Francisco, California, United States

**Enthusiast**
DISC Type : i

| Team Person | Friendly | Vocal & Expressive |
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Becoming part of teams and companies that are exciting and cool motivates them tremendously. They agree with others often, so exercise caution when relying on their word. They are more about building relationships than just cutting deals.

# Insights For Selling To Andrej

👉 During A Call Or A Meeting

**DO's**

- Talk about your own experience with the organization, they will relate to it easily.
- Tell them how the company prioritizes its people and their wellbeing, it matters a lot to them.
- Emphasize the people and culture dimensions of the job, it enthuses them.

**DONT's**

- Avoid describing the position with terms like 'planning', 'analysis', 'rigorous' etc.
- Unlike the high C or S personality types, they are excited to hear a good 'story', so avoid being too cut and dry about the role.
- Try not to be critical even if you disagree with something, they can react more defensively than others.

# Insights For Engaging Andrej

👉 When Writing An Email

**Subject:** Personalized, excitement-building

*Example: Something like 'b'Andrej', would this Developer role excite you?', 'Analyst opening with a people-first team!' etc.*

**Salutation:** Yes (Something casual)

*Example: Use 'Hi', 'Hey' etc. (along with the first name)*

**Greeting:** Yes (Say something interesting/unusual)

*Example: Use unusual lines, like 'This has been quite a week', 'What a game yesterday' etc.*

**Emojis/GIFs:** Recommended

**Bullet Points:** Avoid

**Closing Line:** Build excitement, then informally state your ask

*Example: Something like 'So b'Andrej', if this role excites you, shall we speak tomorrow and get the ball rolling?'*

**Complimentary Close:** Unique, pleasant

*Example: Something like 'Cheers!', 'To Bigger Goals!' etc.*

**Tone of Words:** Friendly, first-person

**Overall Messaging:** Focus on the person, throw in compliments, mention people/culture

**Length of Mail:** Long

*Example: Maximum up to 250-300 words*

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# Andrej's Biggest Strengths

### Learning Ability
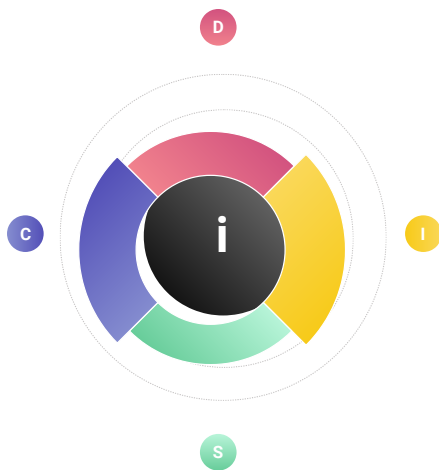- *Andrej can pick up new skills fast and learns quickly.*

### Action Orientedness
- *Andrej has a strong ability to get things done.*

### Need For Autonomy
- *Andrej delivers best results when working with low supervision.*
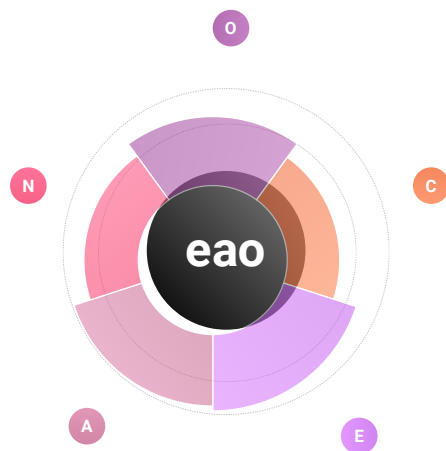
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# DISC Profile : Andrej's Key Traits



### 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.

# OCEAN Profile : Andrej's Key Traits

eao

### EXTRAVERSION
Extraversion(E) reflects the degree of assertiveness, sociability that an individual exhibits. People scoring high on extraversion tend to be outgoing, energetic and talkative whereas those scoring tend to be reserved, quiet and thoughtful, especially in social settings.

### AGREEABLENESS
Agreeableness(A) reflects the degree of compassion, cooperation and general friendliness in a person. Those scoring high are mostly even-tempered, pleasant and easy to convince whereas those scoring low tend to challenge and question things and are likely to have a contrarian attitude.

### OPENNESS
Openness(O) reflects the degree of intellectual curiosity, a desire to seek new experiences and a preference for novelty and variety. Those scoring high tend to be inventive, curious and open to trying new things whereas those scoring low tend to be consistent, cautious and more realistic in their approach.