



ESTHER OLIVER

Pioneer
DISC Type : ids

Human Resources Director at Amentum
Dahlgren, Virginia, United States

Overview

Esther has no verified overview

👉 Personality Overview

Decisive But Friendly **Dynamic But Sincere** **Friendly But Fast**

They combine a unique set of diverse traits where they are fast and friendly but can slow down to be thorough when needed. They have the unique ability to win both love and respect from their team (or outsiders). If they are convinced, they can become very strong champions for your product.

👉 Topics They Care About

Esther has no verified topics they care about

Media Appearances

Esther has no verified media appearances

Work History

- 8-2021
Human Resources Director at Amentum
- 9-2011 - 12-2012
Human Resources Manager at URS, FEDERAL SERVICES
- 11-2009 - 8-2021
Senior Human Resources Manager at Amentum
- 11-2009 - 9-2011
Human Resources Generalist at URS, FEDERAL SERVICES
- 11-2009 - 9-2011
Human Resources Business Partner at URS Corporation

Education

- Masters of Business Administration from STRAYER UNIVERSITY
- Bachelor of Science Degree from STRAYER COLLEGE

More Information

Social Presence :



Prographics :

Exp : **15** Location : **Dahlgren, Virginia, United States** Job Level : **Mid-senior**

Designation : **Human Resources Director at Amentum**

Insights For Selling To Esther

👉 During A Call Or A Meeting

DO's

- Mostly stick to your standard pitch and qualifying script, but add some stories or anecdotes to it
- Keep your pitch focused on the impact but nurture the relationship too
- During followups, use calls or text if needed, they should be fine

DONT's

- Don't lean very heavily into providing too much information, sharing whitepapers etc.
- Don't hesitate from asking questions or pushing them, but take a formal approach
- Don't be very informal during the early interactions even if they are being so themselves

👉 When Cold Calling

Insights

Pattern Interrupt: Informal style, where you are talking in a friendly & casual manner, with a big smile on makes them want to speak to you.

Pace: Don't be too fast or too slow, stay in the middle. Sound like a 'brings happiness to others' person.

Tone: Speak with high energy and in a personal manner, as if you have met a friend suddenly after a long time.

Tactics To Win: Giving social proof, personal rapport, usage of superlatives, repeating their name.

Mistakes To Avoid: Information overload, use of negations

Making The Ask: Use positivity and/or humor to make the ask. It appeals to them, as if you are bringing a cheer to their day. (Avoid doing this with Dominant or Calculative types)

Subconscious Driver: They are driven by emotion more than any other type. Hence a proposition that excites them will immediately get their attention.

Script

Greeting: Hey Esther, [user_fname] here at [user_companynamewordstwowords] calling you this morning/evening!

Opener: Now I know how much people love cold calls, so how about 30 seconds to tell you what I have for you?

Introduction: We have built an AI that predicts exactly what will build a solid relationship with each prospect before you even spend a minute with them.

Ask: Esther, leaders just like you at companies like [abc], [xyz] have been blown away with what they have seen, why don't we put 15 minutes on your calendar to show you if what I am saying is actually real, yeah?

Close: So morning at around [time] next [tuesday], shall we say? And is it [prospect_email]? Don't want to get that wrong you know!

👉 When Writing An Email

Subject: Exciting, direct

Example: John, quantum jump', 'Is it game over?' etc.

Salutation: No

Example: Skip 'Hi', 'Hey' etc., use only the first name

Greeting: No (Or say something unique)

Example: Skip anything, or say something unique like 'What an exciting discussion it's been!'

Emojis/GIFs:

Bullet Points: Could use

Closing Line: Informally state your ask

Example: Something like 'John, if you are on, let's finalize tomorrow?'

Complimentary Close: Unique, casual

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

Tone of Words: Informal, direct

Overall Messaging: Focused on personal achievement

Length of Mail: Short

Example: Ideally upto 100-120 words

👉 While Negotiating & Closing

The secret to closing fast with Esther is

- *Nothing less than a strong combination of proof of results, relationship and high levels of professionalism is effective with them.*

Will you ever get a clear answer from Esther

- *They can say no while staying friendly, but can also be persuaded to reconsider*

Insights For Deal Planning

How Fast (Or Slow) Will Esther Move?

- *They are generally fast movers and can take quick decisions*

Can Esther Take Some Risk Or Not?

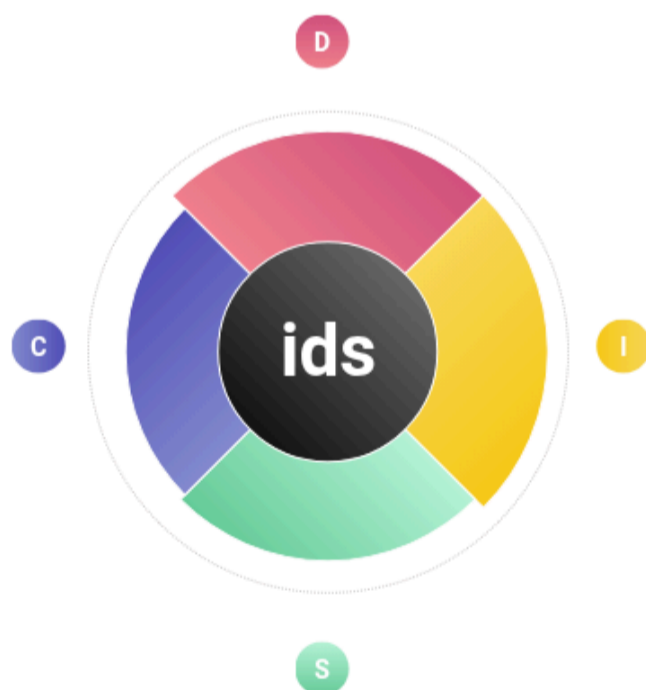
- *They have high risk-appetite but can get ahead of themselves once in a while. Observe carefully*

You And Esther

Personality Compatibility

Not enough data to show compatibility comparison

DISC Profile : Esther'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.

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.

STEADINESS

Steadiness(S) reflects the degree to which a person is likely to focus on cooperation, support and taking everyone along. Those scoring high tend to be consistent and calm, are excited about the opportunity to collaborate and partner and could sometimes be indecisive or overly accommodating.