



Candidate:
Position:
Date of Interview:
Interviewer:

Candidate Summary Evaluation

1. Experience, past performance and track record (as it relates to doing the job)

- Clearly Misses Requirements
 Less than Requirements
 Meets Requirements
 Exceeds Requirements
 Far exceeds Requirements

2. Job / Functional / Technical Skills

- Clearly Misses Requirements
 Less than Requirements
 Meets Requirements
 Exceeds Requirements
 Far exceeds Requirements

3a. Competencies I interviewed for (include comments about very high, low or overused competencies)

- Clearly Misses Requirements
 Less than Requirements
 Meets Requirements
 Exceeds Requirements
 Far exceeds Requirements

3b. Other characteristics related to job requirements (that I learned about during the interview)

- Clearly Misses Requirements
 Less than Requirements
 Meets Requirements
 Exceeds Requirements
 Far exceeds Requirements

4. Learning Agility

- Clearly Misses Requirements
 Less than Requirements
 Meets Requirements
 Exceeds Requirements
 Far exceeds Requirements

5. Organization / Culture Fit

- Clearly Misses Requirements
 Less than Requirements
 Meets Requirements
 Exceeds Requirements
 Far exceeds Requirements

6. How do you rate this person relative to the standard for this position?

- Well Below the Standard
 Slightly Below the Standard
 At the Standard
 Slightly Above the Standard
 Well Above the Standard

7. Can this individual grow to reach the standard for this position in a reasonable period of time?

- 20% Sure
 40% Sure
 60% Sure
 80% Sure
 100% Sure

