

**Interview Candidate Template**

This template includes key variables Adler uses to assess relative quality of finalist candidates for a position.

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| **Scale: Weak (1) to Strong (5)** |
| **Trait / Factor** | **1** | **2**  | **3** | **4** | **5** |
| Energy, Drive, Initiative |  |  |  |  |  |
| Trend of Performance Overtime |  |  |  |  |  |
| Comparability of past accomplishments |  |  |  |  |  |
| Experience, education and industry background |  |  |  |  |  |
| Problem-solving and Thinking Skills |  |  |  |  |  |
| Overall talent, Technical competencies and potential |  |  |  |  |  |
| Management and Organizational Ability |  |  |  |  |  |
| Team leadership- persuade, motivate others |  |  |  |  |  |
| Character- values, commitment, goals |  |  |  |  |  |
| Personality and culture fit |  |  |  |  |  |
| NOTE: | Rank each factor using the scale. Complete fact-finding *I* re-interview if more information is required. Multiply total X 2 to compare with 100. |