

Good selection decisions require careful consideration of all the available information (education, training, experience, skills, abilities, personality, etc.) from as many different credible sources as possible (interviews, reference checks, background checks, ASSESS results, etc.) against a clear specification of what is needed or desired in the job.

Use the following chart to evaluate the candidate on each of the competencies of the Model. Carefully consider each competency before making your overall judgment.

	Very strong evidence competency not present	Strong evidence competency not present	Some evidence competency is present	Strong evidence competency is present	Very strong evidence competency is present
Visioning	1	2	3	4	5
In-Depth Problem Solving And Analysis	1	2	3	4	5
Championing Change	1	2	3	4	5
Driving For Results	1	2	3	4	5
Influencing And Persuading	1	2	3	4	5
Managing Others	1	2	3	4	5
Organizational Savvy	1	2	3	4	5
Business Acumen*	1	2	3	4	5
Integrity*	1	2	3	4	5
Courage Of Convictions*	1	2	3	4	5
Presentation Skills*	1	2	3	4	5
Continuous Learning*	1	2	3	4	5
	Very strong evidence he/she will not perform effectively on the job	Strong evidence he/she will not perform effectively on the job	Some evidence he/she will perform effectively on the job	Strong evidence he/she will perform effectively on the job	Very strong evidence he/she will perform effectively on the job
<b>Overall Rating</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>