2. SELECTION INTERVIEW

MANAGER ONLY WITH
NAME & WETSIGN

Interviewer 1: Name & Signature   Date _____

SM NAME &
WET SIGN

Interviewer 2: Name & Signature   Date _____

Motivational Fit

What did you like best about your work with (latest employer)? Why?	
What did you like the least? Why?	
Why did you join (organization)? What benefit do you get from being a member of that group?	
What type of career are you envisioning for yourself?	
What motivated you to consider a career in Sun Life?	

Behavioral Competencies

I.   ENTERPRISING – identifies, creates and seizes opportunities to increase sales volumes

A. Describe a proactive action you took to explore an opportunity to sell something.
What motivated you to take this action? What was the end result? How did you benefit from this action?

Situation / Task	Action	Result

B. Give me an example of a time when you were able to see an opportunity to earn money.
How did you anticipate and what did you do? What was the outcome?

Situation / Task	Action	Result

4. SUMMARY OF RATINGS (Over-all)

Competencies	RAW SCORE	X WEIGHT	= FINAL SCORE
Profile Evaluation		20%	
Interview		50%	
POPScreen Result		20%	
*Top 100 Survey (max of 100 pts)		10%	
TOTAL SCORE			

*1 point per name, maximum of 100 names

Rating Reference (Over-all)

80 – 100	Good potential for success, consider for training
50 – 79	Acceptable, identify areas for strengthening (please use space below)
30 – 49	May be considered, highlight areas for development and action plan (please use space below)
Below 30	Not qualified

REMARKS: Use this space for comments described above

5. FINAL RECOMMENDATION / DECISION*

Evaluator / Interviewer	Not Recommended (State Reason)	Remarks	Name and Signature of Evaluator	Date
Manager Candidate			MANAGER NAME & WET SIGN	*ladin*
Unit / Sales Manager			SM NAME & WET SIGN	*aki*
New Business Manager				
Regional Sales / Business Dev't Manager				
Cluster Head				

*The 1) Recruiter (MC / UM / SM) 2) New Business Manager, and 3) either the RSM or Cluster Head should write Final Recommendation / Decision.