



Ace Your Phone Interviews™

Evaluation Report

250+ dimensions of your phone interview

CLIENT

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Phone Interview Pro Evaluation

WELCOME TO Phone Interview Pro

Enclosed is your high-level, patent pending Phone Interview Evaluation:
250+ Dimensions of your Phone Interview!

- Introduction - Client Overall
 - What aspects of your training and education have helped you most on the job/school?
 - What are your two greatest accomplishments?
 - What did you like most and least about your previous jobs?
 - What should an organization hire you?
 - What do you feel are the requirements for good leadership?
 - Tell me about the toughest decision you ever had to make.
 - How do you resolve personal confrontations?
 - Are you lucky?
- Closing Questions
- Human Characteristics Exhibited
- Recommendation: Items That Need Improvement
- Phone Interview Feedback: Strengths and weaknesses
- Overall Rating
- Answer Key

Phone Interview Pro Evaluation

Introduction: Client Rating

Client's Responses	Excellent	Fair	Poor
Timeliness, On Time For Interview	★ ★		
Client prepared for interview			
Excited and enthusiastic			
Made small talk; phone "handshake"			
Quality of phone connection	★ ★		
Phone line clear and free of noise			
Relaxed and normal			★
Focused			

Phone Interview Pro Evaluation

What aspects of your training and education have helped you most on the job/school?

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Listen					★	Well Rested					★
Bold					★	Use of Ums and Ahs	★				
Brief					★	Vocal Variety	★				
Clear					★	Energy					
To The Point					★	Integrity					
Controlled Breathing					★	Intellectually Curious					
Passionate					★	Creative					
Professional					★	Ambitious					
Confident					★	Inclusive					
Assertive					★	Decisive					
Friendly					★	Visionary					
Prepared					★	Smart					

Phone Interview Pro Evaluation

What are your two greatest accomplishments?

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Listen	★	★	★	★	★
Bold	★	★	★	★	★
Brief	★	★	★	★	★
Clear	★	★	★	★	★
To The Point	★	★	★	★	★
Controlled Breathing	★	★	★	★	★
Passionate	★	★	★	★	★
Professional	★	★	★	★	★
Confident	★	★	★	★	★
Assertive	★	★	★	★	★
Friendly	★	★	★	★	★
Prepared	★	★	★	★	★

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Well Rested	★	★	★	★	★
Use of Ums and Ahs	★	★	★	★	★
Vocal Variety	★	★	★	★	★
Energy	★	★	★	★	★
Integrity	★	★	★	★	★
Intellectually Curious	★	★	★	★	★
Creative	★	★	★	★	★
Ambitious	★	★	★	★	★
Inclusive	★	★	★	★	★
Decisive	★	★	★	★	★
Visionary	★	★	★	★	★
Smart	★	★	★	★	★

Phone Interview Pro Evaluation

What did you like most and least about your previous jobs?

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Listen					★	Well Rested					★
Bold					★	Use of Ums and Ahs	★	★	★		
Brief					★	Vocal Variety					
Clear					★	Energy					
To The Point					★	Integrity					
Controlled Breathing					★	Intellectually Curious					
Passionate					★	Creative					
Professional					★	Ambitious					
Confident					★	Inclusive					
Assertive					★	Decisive					
Friendly					★	Visionary					
Prepared					★	Smart					

Phone Interview Pro Evaluation

Why should an organization hire you?

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Listener				★	★
Bold				★	★
Brief				★	★
Clear				★	★
To The Point				★	★
Controlled Breathing				★	
Passionate				★	
Professional				★	★
Confident					★
Assertive					★
Friendly					★
Prepared					★

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Well Rested				★	
Use of Ums and Ahs			★	★	★
Vocal Variety			★	★	★
Energy			★	★	★
Integrity			★	★	★
Intellectually Curious			★	★	★
Creative			★	★	★
Ambitious			★	★	★
Inclusive			★	★	★
Decisive			★	★	★
Visionary			★	★	★
Smart			★	★	★

Phone Interview Pro Evaluation

What do you feel are the requirements for good leadership?

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Listen	★	★	★	★	★
Bold		★	★	★	★
Brief			★	★	★
Clear				★	★
To The Point				★	
Controlled Breathing					★
Passionate					★
Professional				★	
Confident					★
Assertive					★
Friendly					★
Prepared					★

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Well Rested				★	
Use of Ums and Ahs		★	★	★	
Vocal Variety					
Energy					
Integrity					
Intellectually Curious					
Creative					
Ambitious					
Inclusive					
Decisive					
Visionary					
Smart					

Phone Interview Pro Evaluation

Tell me about the toughest decision you ever had to make.

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Listen					★
Bold	★	★	★	★	
Brief					
Clear					
To The Point			★	★	
Controlled Breathing				★	
Passionate			★		
Professional		★	★		
Confident					
Assertive				★	
Friendly					★
Prepared					★
Use of Ums and Ahs	★	★	★		
Vocal Variety					
Energy					
Integrity	★	★	★	★	
Intellectually Curious					
Creative					
Ambitious					
Inclusive					
Decisive		★			
Visionary		★			
Smart					

Phone Interview Pro Evaluation

How do you resolve personal confrontations?

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Listen					★
Bold	★	★	★	★	★
Brief					
Clear					
To The Point					★
Controlled Breathing					
Passionate	★				
Professional					★
Confident					★
Assertive					★
Friendly					★
Prepared					★

Client's Responses	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Well Rested					★
Use of Ums and Ahs	★	★			
Vocal Variety					
Energy					
Integrity	★	★	★	★	★
Intellectually Curious					
Creative					
Ambitious					
Inclusive					
Decisive					★
Visionary					
Smart					

Phone Interview Pro Evaluation

Recommendation: Items That Need Improvement

Client's Responses	Meets Expectations	Needs Improvement
The Client was on time	★	
The Client used a proper landline	★	★
The background was free of noise	★	★
The Client was professional	★	★
The Client used proper English	★	★
The Client did not monopolize talk time	★	
The Client was bold in responses	★	
The Client answered questions clearly	★	★
The Client got to the point		★
The Client's breathing was controlled	★	
The Client was passionate		★

Client's Responses	Meets Expectations	Needs Improvement
The Client was professional	★	
The Client was confident	★	★
The Client was assertive	★	★
The Client was friendly	★	★
The Client was prepared	★	★
The Client was well rested	★	★
The Client omitted ums and ahs		★
The Client used vocal variety		★
The Client was energetic		★
The Client was not overly aggressive	★	
The Client's accent was reduced		★

Phone Interview Pro Evaluation

Phone Interview Feedback: Strengths

Questions	Yes	No
Resilience	★	
Strong phone presence	★★★	
Energy	★★	
Creativity	★★	
Sense of humor	★★★★	
Likeability	★★★★	
Flexible	★★★★	
Personality	★★★★	
Professional	★★★★	
Focused	★★★★	
Able to see 'around the corner'	★★★★	
Determination	★★★★	
Intelligent	★★★★	
Shows enthusiasm	★★★★	

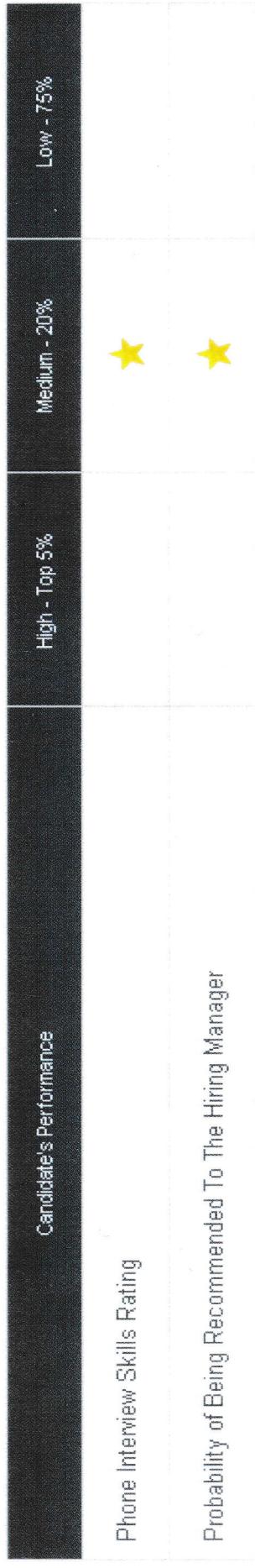
Phone Interview Pro Evaluation

Phone Interview Feedback: Weaknesses

Questions	Yes	No
Sounds stressed and anxious	★	
Does not address questions	★	
Non-descript phone personality	★	
Unable to make relevant small talk	★	
Too rigid	★	
A team player	★	
Gives mundane, 'stock' answers	★	
Not prepared	★	
Lacks intensity	★	
Hostile	★	
Not personal	★	

Phone Interview Pro Evaluation

Overall Phone Interview Rating



Phone Interview Pro Evaluation Key

INTRODUCTION

Q: Was the client on time for the interview?

A: "Excellent" result implies that the client answered the [phone](#) on the second or third ring. They answered with a confident "Hello" and with awareness about the interview which proves they were prepared. This demonstrates respect, courtesy, and a fulfillment of the client's professional obligation.

A: "Good" result implies that the client answered the phone on the second or third ring. This still conveys respect and courtesy, however this client seemed hesitant when answering, demonstrating they were nervous and somewhat unprepared.

A: "Poor" result implies that the client answered the phone on the first ring (too soon) or not at all. This gives off the impression that the client does not care. It shows they are sloppy and psychologically aggressive. Due to this, the interviewer feels affronted. This gives a bad [first impression](#).

Q: Was the client prepared for the [phone interview](#)?

A: "Excellent" result implies that the client was ready to go. They were aware the interviewer was calling and knew his/her name. They spoke intelligently about the company and the position, proving they had done their research.

A: "Good" result implies that the client was somewhat prepared. They were aware the interviewer was calling but were lacking in background research and did not seem completely confident in their responses.

A: "Poor" result implies that the client was not ready to go. They were confused and unaware about the company and position. They were unsure about [the interview process](#) in general. This is not looked favorably upon by the interviewer.

Q: Did the client seem excited and enthusiastic?

A: "Excellent" result implies that the client was energetic and eager about the phone interview. They provided enthusiastic responses to the interviewer's questions. This is important because their excitement about the opportunity makes the interviewer excited as well.

A: "Good" result implies that the client showed interest in the phone interview but was not overly enthusiastic. They were energetic in some topics but not others; for example the client may be excited to talk about the company but was uneager to discuss their past experiences.

A: "Poor" result implies that the client did not seem interested in the phone interview. They were very low key and lackluster. This causes the interviewer to complete the interview due to obligation rather than real interest in the client.

Q: Was there small talk – "phone handshake" before the start of the interview?

The phone interview "handshake" is a greeting at the beginning of the interview (no longer than 1.5 minutes) in which the client engages in small talk with the interviewer in order to get to know them on a personal level.

A: "Excellent" result implies that the client greeted the interviewer. They took the time to get to know the person but did not go overboard (longer than 1.5 minutes). This demonstrates that the client is human and pleasant.

A: "Good" result implies that the client participated in the phone interview handshake, however it had some flaws. They may have been lacking on conversational skills or went over the time limit of this greeting.

A: "Poor" result implies that the client did not engage in small talk at the start of their phone interview. This lack of courtesy and personal touch demonstrates that the client is immature and inexperienced.

Q: Quality of the phone connection.

A: "Excellent" result implies that the client used a landline for their phone interview. This phone had only one line connected, proving to be the client's specific [job search](#) phone. This good phone connection lessens the possibility for distraction, allowing for clear, concise communication.

A: "Good" result implies that it appears the client used a landline, but this is not obvious due to times throughout the interview when it may be difficult to hear or understand the client.

A: "Poor" result implies that the client used a poor connection such as [cell phone](#), iPhone, Blackberry, etc. for their phone interview. A poor phone connection is a distraction and very unprofessional. It negatively impacts the phone interview.

Q: Was the phone line clear and free of noise?

A: "Excellent" result implies that there were no distractions during the phone interview. There was no background noise or static on the phone line. This demonstrates that the client was extremely prepared and focused.

A: "Good" result implies the phone line was clear and free of noise for the majority of the phone interview. There were some minor distractions that can be contributed to other phones being connected to the same line or appliances such as fax machines that can cause interruptions.

A: "Poor" result implies there was noise and distractions in the background during the phone interview. This demonstrates that the client did not prepare, which suggests they are not serious about the interview. Distractions are disrespectful and annoying.

Q: Was the client relaxed and natural?

A: "Excellent" result implies that the client spoke clearly and confidently. They did not use "ums" and "ahs" or stutter. They spoke in a normal, pleasant voice and did not appear nervous.

A: "Good" result implies that the client spoke confidently throughout most of the phone interview. There were times when they seemed unsure and used word fillers, however they were able to recover calmly.

A: "Poor" result implies that the client demonstrated a lack of confidence. They were nervous and jittery. This poses the question in the interviewer's mind of, "if they are nervous about the phone interview, how will they act on the job?"

Q: Was the client focused?

A: "Excellent" result implies that the client was mentally present. They were not distracted, but rather were concentrating their full attention on the phone interview. This demonstrates that they are confident, professional, intelligent, and put together.

A: "Good" result implies that client was paying close attention throughout the majority of the phone interview. However, there were times when it appeared the client was not listening or their mind was elsewhere as they needed to ask for questions to be repeated or responded with answers that were not relevant.

A: "Poor" result implies that the client is easily distracted and scatterbrained. This gives off the impression that work would not get done because they do not have good concentration abilities.

Phone Interview Pro Evaluation Key

GRADING

Grading Components for Each Interview Question:

"**Strongly Disagree**" implies that the client was the complete opposite of the characteristic evaluated. For example, "strongly disagree" starred next to "well rested" suggests the client was incredibly tired and made this known by yawning throughout the interview.

"**Disagree**" implies that the client was not the characteristic evaluated. Taking the same "well rested" example, the client was lethargic in their responses, struggling to produce highly intelligent answers that suggests they were not at their best.

"**Neutral**" implies that the client did not exemplify this character trait at all. This can often be taken as more negative than a "strongly disagree" because "neutral" implies lack of personality and human characteristics.

"**Agree**" implies that the client demonstrated the characteristic evaluated. Using the "well rested" example, the client responded intelligently and with clear, well-formulated responses.

"**Strongly Agree**" implies that the client fully exhibited the characteristic being evaluated. For example, a "strongly agree" next to "well rested" suggests the client responded with confidence and enthusiasm. They demonstrated their intelligence through excellent responses that contributed to the conversation of the interview. They performed at their ultimate best, going above and beyond other clients.

Phone Interview Pro Evaluation Key

THE INTERVIEW

Q: What aspects of your training and education have helped you most on the job/school?

This question confronts the question of "do you know yourself?" Are you comfortable in your own skin and with your background? Can you articulate what you have learned through your experiences? Can you learn from and assess these experiences in order to benefit the organization for which you are interviewing?

Q: What are your two greatest accomplishments?

This question displays if you are comfortable with yourself and who you are. It asks, "Do you know your strengths?" Do you use examples from your personal and business experiences to share with the interviewer what you have accomplished? This question reveals what you are most proud of and what you feel most comfortable doing.

Q: What did you like most and least about your previous job?

This question asks if you can assess the positives and negatives of a situation. Are you insightful enough to be aware of what you like and don't like? Do you have a critical thinking mind? Can you extract emotion out of a situation to determine the right course of action in order to be productive?

Q: Why should an organization hire you?

This question evaluates the question of "Do you know yourself?" Are you confident with yourself and your strengths? Can you articulate what those strengths are? Are you comfortable talking about yourself? Are comfortable and confident in who you are and what you can and cannot do?

Q: What do you feel are the requirements for good leadership?

The response given to this question is a mirror image of yourself. The characteristics you use to portray a strong leader are traits and qualities you hold in yourself. This question assesses your level of experience as a leader.

Q: Tell me about the toughest decision you ever had to make.

This question asks, "Are you confident, comfortable, and experienced to make tough decisions that will add value, generate revenue, and enhance this organization?" Are you assertive and professional? Are you a strong, experienced leader who can be a successful manager?

Q: How do you resolve personal confrontation?

This question assesses your comfort level with yourself. Are you comfortable and confident enough to start conversation to resolve issues? Is your personality strong enough to immediately rectify a situation? Or do you let things fester, leading to bigger problems? The interviewer is looking for a person of action who will better the company through efficiency.

Q: Are you lucky?

This question is designed to throw you off. Do you have the ability to think outside the box? Psychologically, what is your overall view on life, work, and experiences? The correct answer to this question is yes, followed by an explanation of a situation in your life when you felt lucky. This answer shows you are a positive individual who has an optimistic outlook on the future.

Phone Interview Pro Evaluation Key

DEFINING ATTRIBUTES

Evaluating Components for Each Interview Question:

- Listen:** To be attentive and focused.
- Bold:** Not hesitant; strong responses.
- Brief:** Does not use excessive wording.
- Clear:** Easy to understand; responses are apparent.
- To The Point:** Succinct and direct.
- Controlled Breathing:** Breathing is calm and unnoticeable.
- Passionate:** Excited and enthusiastic.
- Professional:** Serious, well mannered, and experienced.
- Confident:** Speech is clear and direct; intelligent responses.
- Assertive:** Self-assured
- Friendly:** Warm and personal.
- Prepared:** Knowledgeable; ready for anything.
- Well-rested:** Energized and attentive.
- Use of ums and ahs:** Word fillers – should be kept to a bare minimum.
- Vocal variety:** Change in vocal level, pitch and speed.
- Energy:** Enthusiastic, displays productive nature.
- Integrity:** Honest; strong moral character.
- Intellectually curious:** Asks intelligent questions.
- Creative:** Innovative; thinks outside the box.
- Ambitious:** Driven, determined.
- Inclusive:** covers all possibilities.
- Decisive:** Able to make decisions; clear-thinkers; strong-minded.
- Visionary:** Looks towards the future.
- Smart:** Capable of independent and intelligent thoughts and actions.

Phone Interview Pro Evaluation Key

CLOSING

Q: Did the client say thank you?

A: "yes" result implies that the client said "thank you" at the closure of the phone interview. This demonstrates that they are polite, professional and well mannered. They are experienced in professional settings and have had a good upbringing.

A: "no" result implies that the client did not say "thank you" at the closure of the phone interview. This is very rude and demonstrates that they do not care about this position. They are not taking the phone interview seriously and they are inexperienced in professional settings.

Q: Did the client ask for the next steps?

A: "yes" result implies that the client asked for the next steps following the phone interview. This displays that they are interested in the position. They are attentive and focused on their goal. It also shows that they are experienced and understand the phone interview process.

A: "no" result implies that the client did not ask what happens next at the conclusion of the phone interview. This demonstrates that they are not really interested in the position. They are dull and unenthusiastic. They are unsure as to the phone interview process, suggesting that they are not experienced.

Q: Did the client ask for the job?

A: "yes" result implies that the client said, "I want the job" at the closure of the phone interview. This proves that they are interested in the position and not afraid to show their eagerness. They are assertive and driven – an excellent candidate for employment.

A: "no" result implies that the client did not express a desire to acquire the position at the closure of the phone interview. This demonstrates that they are inexperienced, unprepared, and not clear on what they want. An indecisive individual does not make for a quality candidate.

Phone Interview Pro Evaluation Key

Q: Human characteristics exhibited:

- Trusting:** The client shared personal experiences to demonstrate their skills. They spoke with intelligence that displayed that they are responsible and capable of being part of a team.
- Kind:** The client was polite and well mannered.
- Honest:** The client spoke directly without trying to twist the questions or comments. They answered questions with fair and respectful responses.
- Good Listener:** The client demonstrated the ability to listen and absorb what the interviewer was saying. Responded with answers that demonstrate they are paying attention. They know how to take turns when talking.
- Confident:** The client's responses were clear, direct, and bold. They truly believed in what they were saying.
- Professional:** The client was polite and well mannered. They used proper English, spoke with confidence, and demonstrated intelligence.
- Assertive:** The client stood up for themselves. They backed their responses with experiences and did not let the interviewer take total control of the phone interview.
- Friendly:** The client greeted the interviewer and took the opportunity to get to know them at the beginning of the phone interview. They were pleasant, demonstrating they can work well with others.
- Prepared:** The client knew the interviewer's name and information about the company/position, proving they had done research prior to the phone interview.
- Likable:** The client portrayed a sincere and caring personality that made it easy for the interviewer to enjoy their conversation.
- Well Rested:** The client was energized and expressed interest in the position.
- Nice:** The client was not argumentative and did not speak negatively.
- To the point:** The client was succinct and direct in his or her responses.
- Passionate:** The client expressed eagerness and excitement about the opportunity.
- Vocal Variety:** The client varied their speed and pitch in order to express emotion throughout the phone interview.
- Pleasant:** The client was energetic and happy. Their positive attitude displays optimism.
- Natural:** The client's responses did not sound forced.
- Dynamic:** The client exhibited many different abilities and used different situations to demonstrate their experience level.
- Expressive:** The client spoke with emotion.
- Easily Heard:** The client spoke clearly, with medium volume, and used correct wording.
- On Fire:** The client was excited, intelligent, extremely knowledgeable about the position/company, and had a response to everything.
- Energized:** The client was well-rested and used vocal variety to keep the interviewer interested in what he/she was saying.

Phone Interview Pro Evaluation Key

Q: Recommendation: Items that need improvement

- The client was on time:** It is highly recommended that the client be prepared for the phone interview prior to the actual time of the call.
- The client used a proper landline:** Cell phones are very unreliable – the battery can die or the service area can cut out. They have low sound quality.
- The background was free of noise:** Any and all distractions should be removed/turned off prior to the phone interview. Background noise is extremely unprofessional.
- The client was professional:** The client needs to sound confident and skillful. They need to be serious about the phone interview.
- The client used proper English:** Correct usage of language and word pronunciation are key to be understood and considered intelligent during the phone interview.
- The client did not monopolize talk time:** If the client is speaking too much that means they are not listening enough. This demonstrates that they are psychologically defensive. The phone interview is supposed to be a conversation – do not dominate the talking.
- The client was bold in their responses:** A client who is not bold does not show any sign of excitement or passion about the position. They are also not confident with what they are saying. You need to be more articulate than other candidates. You need to be memorable.
- The client answered questions clearly:** A lack of clarity demonstrates that the client has a fuzzy mind. They are unsure about how to respond so they offer vague comments to the questions posed. The interviewer is looking for intelligent, sharp, and witty candidates.
- The client got to the point:** Responses to questions during the phone interview should be succinct and direct, demonstrating a professional and experienced individual. This shows that the client can think on their feet. Their mind is focused and they can analyze information quickly to form intelligent responses.
- The client's breathing was controlled:** If the client is breathing too heavily this suggests they may have health issues or else they are very nervous about the phone interview.
- The client was passionate:** Passion, eagerness, and enthusiasm are key characteristics to portray during a phone interview. This displays that the client is a pleasant person and interested in the position.
- The client was professional:** The client needs to speak with confidence and determination. This demonstrates professional experience and capability.
- The client was confident:** The client needs to speak directly and clearly to show they are certain of their responses. They need to use the right words to assure the interviewer that they are skillful and intelligent.
- The client was assertive:** The client needs to stand up for themselves and their rights. They should not allow the interviewer to twist their words or belittle them. They also should not allow the interviewer to completely take over the phone interview. The client needs to establish their professional presence and be strong-willed.
- The client was friendly:** People like people. The interviewer is looking for a pleasant individual that will mesh well with the company. The client needs to be polite and demonstrate a kind personality.
- The client was prepared:** A client that is not prepared cannot hold their own during the interview because they do not demonstrate any background knowledge that would suggest they researched the company. This displays a lack of interest in the position.
- The client was well rested:** An individual who is yawning or mumbling during their phone interview demonstrates they are bored and tired. They are unprepared because they did not get enough sleep before the interview and now have no energy.
- The client omitted ums and ahs:** Ums and ahs are word fillers that distract the interviewer from the content of the client's responses. This leads to a poor display of the individual's abilities.
- The client used vocal variety:** You do not want to bore the interviewer. The client needs to sound excited and passionate – not monotone.
- The client was energetic:** The interviewer is expecting the client to be energetic and powerful in their responses. This demonstrates the individual's potential to be productive. A client who is dull and boring does not leave a good impression.
- The client was not overly aggressive:** An aggressive client suggests they are covering up their insecurities. It also demonstrates an inability to work well in a team.
- The client's accent was reduced:** An accent does not need to be eliminated but it needs to be tapered for clear understanding.

Phone Interview Pro Evaluation Key

STRENGTHS AND WEAKNESSES DEFINED:

Strengths:

- Resilience:** Client displays ability to overcome difficult challenges or setbacks through their description of their experiences.
- Strong phone presence:** Client exudes confidence through their ability to speak professionally over the phone.
- Energy:** Client gives off positive attitude and responds with enthusiasm.
- Creativity:** Client kept the interviewer interested in what they were saying.
- Sense of humor:** Client is not stiff or rigid and is able to participate in small talk.
- Likeability:** Client is friendly and easy to get along with.
- Flexibility:** Client displays a willingness to grow and change.
- Personality:** Client is pleasant and displays a positive outlook.
- Professional:** Client gives a powerful presentation that exudes professionalism.
- Focused:** Client provides responses that have clarity and relevance.
- Able to see 'around the corner':** Client displays an ability to build and understand not easily connected events.
- Determination:** Client projects a sense of can-do, will-do, and portrays the potential for team-it.
- Intelligent:** Client speaks with confidence and displays polite manners that prove they are well-educated.
- Shows enthusiasm:** Client is excited about the phone interview and genuinely interested in this company and position.

Phone Interview Pro Evaluation Key

Weaknesses:

- Sounds stressed and anxious:** Client is nervous and uncomfortable about participating in this phone interview.
- Does not address questions:** Client provides responses that are irrelevant – suggesting they are not knowledgeable about the topics.
- Non-descript phone personality:** Client does not give off any energy that allows the interviewer to get a feel for their human characteristics.
- Unable to make relevant small talk:** Client does not make any effort to get to know the interviewer.
- Too rigid:** Client does not demonstrate a willingness to grow and adapt to a new situation.
- Not a team player:** Client does not appear to be able to work well with others (based on past accomplishments, etc.)
- Gives mundane, 'stock' answers:** Client's responses are empty of any real content and underdeveloped; demonstrates no personal opinion.
- Not focused:** Client provides hard to follow answers that are not well thought out.
- Not likeable:** Client is unfriendly; seems difficult to get along with.
- Not prepared:** Client often does not know how or what to respond; fumbles answers
- No sense of humor or lightness:** Client is too serious; not personable.
- Lacks intensity:** Client is not energetic or enthusiastic.
- Hostile:** Client was aggressive and antagonistic. They attacked the interviewer and were close-minded to opinions other than their own.
- Not Personal:** Client could not carry a conversation; answered questions in a robotic form.

Phone Interview Pro Evaluation Key

RATING

Q: Client's phone interview skills rating:

High-Top 5% indicates the client is excellent at performing world-class phone interviews.

Medium-20% indicates the client did a very good performance. There are opportunities for improvement.

Low-75% indicates there is significant work needed in order for the client to be performing at the level of a world-class phone interview.

Q: Would this client be recommended to the hiring manager?*

High-Top 5% indicates it is highly likely that the client would be recommended to the hiring manager.

Medium-20% indicates there is a very good chance that the client would be recommended to the hiring manager.

Low-75% indicates it is highly unlikely that the client would be recommended to the hiring manager.

*These results are derived from mathematical algorithms based on your performance. However, we cannot predict unexpected responses from the interviewer based on their personal preferences. These results are not a guarantee you will perform at the same level on an actual phone interview.