



APPLICANT SCORING SHEET

CANDIDATE INFORMATION

NAME:

INTERVIEW DATE:

TYPE OF BUSINESS:

INTERVIEWER(S):

INTERVIEW SCORE SCALE

- ✧ **1 = Poor:** The applicant's performance was significantly below expectations.
- ✧ **2 = Below Average:** The applicant's performance fell short of expectations.
- ✧ **3 = Average:** The applicant's performance met basic expectations.
- ✧ **4 = Above Average:** The applicant's performance exceeded expectations.
- ✧ **5 = Excellent:** The applicant's performance was exceptional.

INTERVIEW ASSESSMENT

CRITERIA	SCORE	DESCRIPTION	WEIGHTED SCORE	TOTAL
Business Acumen		<p>Candidate's educational qualifications and relevance to the role.</p> <ul style="list-style-type: none">⬆ How do you interpret financial statements to make business decisions?⬆ Can you give an example of a time you identified a business opportunity?⬆ Describe a business process you've improved and the impact it had.	X1	
Relevant Work Experience		<p>Candidate's past work experience and its direct applicability to the position.</p> <ul style="list-style-type: none">⬆ What's your history with business management or ownership?⬆ Describe a challenging business situation you've managed.⬆ How have you contributed to the growth of a previous business?	X2	

CRITERIA	SCORE	DESCRIPTION	WEIGHTED SCORE	TOTAL
Financial Stability		<p>Candidate's understanding of the organization, its values, and industry.</p> <ul style="list-style-type: none"> ⬆ How do you manage your personal or business finances to ensure stability? ⬆ Can you discuss a time when you had to adjust a budget to achieve a financial goal? ⬆ What strategies do you use to maintain a healthy cash flow in a business? ⬆ We do not run credit to qualify, but roughly what is your credit score. 	X1	
Communication Skills		<p>Candidate's ability to convey information.</p> <ul style="list-style-type: none"> ⬆ How do you ensure clear communication within a business team? ⬆ Describe a time when effective communication was crucial to your business success. 	X1	
Vision and Strategy		<p>Candidate's proficiency in job-related technical skills.</p> <ul style="list-style-type: none"> ⬆ What is your vision for a business you would like to own? ⬆ How would you pivot a business strategy in response to market changes? ⬆ Describe how you align business operations with long-term strategic goals. 	X1	
Analytical/ Decision making Skills		<p>Candidate's capacity to analyze information and make informed decisions.</p> <ul style="list-style-type: none"> ⬆ Describe a difficult decision you made in a business context and the outcome. ⬆ How do you approach risk assessment when making business decisions? ⬆ What process do you follow when there's no clear right answer in a business situation? 	X1	
Problem-Solving Skills		<p>Candidate's ability to identify and creatively resolve challenges.</p> <ul style="list-style-type: none"> ⬆ Share an experience where you had to adapt quickly to a business change. ⬆ How do you stay agile and responsive to new business trends? ⬆ Describe how you've handled a sudden shift in business priorities. 	X2	

CRITERIA	SCORE	DESCRIPTION	WEIGHTED SCORE	TOTAL
Commitment/ "The Why"		<p>Candidate's diligence in completing tasks with accuracy and precision.</p> <ul style="list-style-type: none"> ⬆ How do you stay motivated during challenging business periods? ⬆ What drives your long-term commitment to a business venture? ⬆ How have you demonstrated persistence in achieving business objectives? ⬆ Why do you want a business now? 	X1	
Leadership/ Management		<p>Candidate's alignment with the organization's values and team dynamics.</p> <ul style="list-style-type: none"> ⬆ How do you build and maintain a strong business team? ⬆ Describe your leadership style and how it drives business success. ⬆ Can you share an example of how you've resolved a conflict within a business team? 	X1	
Overall Impression		Candidate's general performance and impression during the interview.	X2	
Total Score				

RECOMMENDATION

Approved

Denied

Additional Comments: