INTERVIEW FEEDBACK FORM

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| **DATE:** | 19/02/2021 | **CANDIDATE’S NAME:** |  |
| **START TIME:** | 10:00am to 11:00am EST | **INTERVIEWER’S NAME:** | Dan Ofer |

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| **GUIDELINES** | **RATING** | **NUMERICAL SCORE** |
| **Exceeds:** Exceeded ***ALL*** essential criteria | **Extremely Satisfied** | **4** |
| **Meets:** Demonstrates ***ALL*** essential criteria | **Satisfied** | **3** |
| **Partially Meets:** Demonstrates ***some*** essential criteria | **Unsatisfied** | **2** |
| **Does Not Meet: *Did not*** *demonstrate essential criteria* | **Not at all Satisfied** | **1** |

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| **SKILLS MODEL** | **INTERVIEWER SCORE** | | | | | | |
|  | Not at all Satisfied | Unsatisfied | | Satisfied | | Extremely Satisfied | |
| **HANDS-ON DEVELOPMENT EXPERIENCE** | 1 | 2 | | 3 | | 4 | |
| **Deliver Value** |
| **SETTING TECHNICAL STANDARDS** | 1 | | 2 | | 3 | | 4 |
| **Embrace a Learning Mindset** |
| **PROJECT DELIVERY** | 1 | | 2 | | 3 | | 4 |
| **Deliver Value** |
| **Challenge the Status Quo** |

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| **ONSITE/REMOTE TEAM MANAGEMENT** | 1 | 2 | 3 | 4 |
| **Empower Others & Yourself** |
| **STAKEHOLDER MANAGEMENT** | 1 | 2 | 3 | 4 |
| **Put the Customer First** |
| **TEST AUTOMATION/QUALITY BEST PRACTICES** | 1 | 2 | 3 | 4 |
| **Deliver Value** |
| **COMMUNICATION (LEADING WITH INFLUENCE)** | 1 | 2 | 3 | 4 |
| **Empower Others & Yourself** |
| **DEVOPS** | 1 | 2 | 3 | 4 |
| **Deliver Value** |
| **CLOUD NATIVE ARCHITECTURE** | 1 | 2 | 3 | 4 |
| **Deliver Value** |
| **SYSTEM MONITORING/NFRS** | 1 | 2 | 3 | 4 |
| **Deliver Value** |
| **Put the Customer First** |
| **AGILE DEVELOPMENT PRACTICES** | 1 | 2 | 3 | 4 |
| **Embrace a Learning Mindset** |
| **Challenge the Status Quo** |
| **Empower Others & Yourself** |
| **PROCESS IMPROVEMENTS** | 1 | 2 | 3 | 4 |
| **Challenge the Status Quo** |
| **TECHNICAL CURRENCY** | 1 | 2 | 3 | 4 |
| **Embrace a Learning Mindset** |
| **API DEVELOPMENT** | 1 | 2 | 3 | 4 |
| **Deliver Value** |

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| **WAYS OF WORKING** | **INTERVIEWER SCORE** | | | | | |
|  | Not at all Satisfied | Unsatisfied | | Satisfied | Extremely Satisfied | |
| **Put the Customer First** | 1 | 2 | | 3 | 4 | |
| * You understand the customer’s current and unexpressed needs * You continuously co-create solutions with customers * You make the customer’s experience effortless * You seek and bring forward external insights and learnings | | | | | | |
| **Challenge the Status Quo** | 1 | 2 | | 3 | 4 | |
| * You push the thinking on what is possible * You encourage curiosity and testing new ideas * You continuously test, measure, learn, and adapt * You shift from “why we can’t” to “how we could” * You look beyond how we do things today if it’s better for TR and our customers | | | | | | |
| **Deliver Value** | 1 | 2 | | 3 | 4 | |
| * You prioritize, focusing time and resources on what matters most * You value impact over activity and make decisions quickly * You recognize when “done” is more valuable than perfection * You collaborate across the enterprise, building networks and busting silos * You leverage data and analytics to inform decision-making | | | | | | |
| **Empower Others & Yourself** | 1 | 2 | | 3 | 4 | |
| * You “let go” of hierarchy * You align on outcomes and give space to do the work * You share information openly, broadly & deliberately * You give regular, candid feedback to team members at all levels * You take ownership, acting with accountability and urgency | | | | | | |
| **Embrace a Learning Mindset** | 1 | 2 | | 3 | 4 | |
| * You cultivate self-awareness and humility * You continuously seek feedback and adapt accordingly * You learn from both failures and successes * You seek and value diverse views * You take responsibility to grow and develop yourself and others | | | | | | |
|  |  | |  | | |  |
| **OVERALL RATING** | | | | | | |

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| **Select consider reason below:**  **Advance candidates to next round of interviews** | **Select decline reason below:**  Choose an item. |