Radialcode Skill Measurement Assesment January 2022

Candidate Summary			Note	
Candidate Name	Tarun 330		A score above 70% is an indication of Good student.	
Primary Criteria Score	32.71%			
Summary of Strengths	Good work, ui skills			
Summary of Weeknesses	English, fundamentals of UI, slow speed			
Next Step Recommendation	design skills, communication, perfection in design, smart work			
Notes				

Primary Criteria	Score (out of 10)	Weight (Pre-Determined)	Weighted Score (Score * Weight)	Max Score
Coachability	3	9	27	90
Technical proficiency	3	9	27	90
Work Ethic	3	7	21	70
Innovative	3	7	21	70
Curiosity	3.5	6	21	60
UX	3	5	15	50
Quick Learner	4	5	20	50
Listening Ability	4	5	20	50
Intelligence	4	3	12	30
Troubleshoot	3	3	9	30
Penalty				
Total			193	590
			32.71%	

Skill	One liner	Description (See more notes)	Questions (Rate/take average from scale 1-10) (See Notes)
Coachability	Ability to absorb and apply coaching from bosses, collogues, customers and others	Evaluate the candidate ability to absorb(Active Listening) and apply(Taking own steps over improvements on their own feet) coaching [1]	Does the candidate takes note during discussion? [2]
Curiosity	The ability to understand a Potential Project context through effective questioning & listening	Candidate who ask great questions, listen intently, probe into Points of interest. They ask questions to colleagues/seniors in a manner that doesn't feel interrogative. Instead people/colleagues/seniors feel like Great Leaders are Genuinely interested. [3]	Does the candidate ask good question that're unclear to complete the project on time? [4]
Work Ethic	Proactively pursuing to deliver Quality Work with high level of energy and daily activity	Does the candidate push the pace for the task or we're pushing him/her? [5]	**The candidate doesn't make excuses/give reasons and gets work done professionally! [6]**
Emotional Intelligence	Ability to understand and manage one's own emotion and accurately assess other's emotions		
Temperament	Attitude and personality suited to the particular role and work environment		Is the cadidate behaviour suited for the environment he is working in? [7]
Intelligence	The ability to learn complex concepts quickly and communicate those concepts in a easy to understand manner		How good is the member as searching and delivering the desired outcome without much interfearance from other members? [8]
Prior Success	A history of Top Performance or Remarkable Acheivement		Does the candidate has achieve success in some area of life before? [9]
Passion	A strong emotion to achieve High Performance every time		How strong is the candidate dedicated to complete the tasks? [10]
Preparation	The ability to research & plan for the perticular project and ask great questions, listen intently, probe into Points of interest		Does the candidate prepares himself for new tasks by taking first step? [11]
Adaptability-to-change	Ability to drive performance and result through Continuous Improvement		Does the candidate corrects himself/herself from things that doesn't make sense?
Competitiveness	Having a strong track record to compete, to succeed or to achive great results		Does the candidate creates a track record of getting tasks done i.e. new or existing ones?
Brevity	A track record of focus on what's important through clear & short discussions		
On-time-delivery	A track record of delivering on time		Does the candidate delivers on time without any further changes needed? [12]
Bug Free			Can we put faith in candidate that he tested the work well and doesn't need another candidate to test again?
Code Performance			Does the code performs above 95% with reusabilty, naming & lighouse scores?
Technical Proficiency	able to use design tools. Figma, photoshop and illustrator for daily work. And can easily learn new tools.		To solve problems in work, team and making smooth processes [13]
Innovative	the development of new ideas or the improvement of existing ideas.		
Troubleshoot			
Listening Ability	a soft skill that allows people to understand the information others convey to them		
Note	Some skill descriptions above are generic. You can further work on them and make it clear with your role or based on your Scorecard		

[1] Evaluate the candidate ability to absorb(Active Listening) and apply(Taking own steps over improvements on their own feet) coaching

Ability of the candidate to self-diagnose

[2] Does the candidate gets done what is instructed by seniors in one go?

Is the candidate good at communicating his/her knowledge to others?

Is candidate interested in improving old ways of doing work with senior feedback?

[3] Candidate who ask great questions, listen intently, probe into Points of interest. They ask questions to colleagues/seniors in a manner that doesn't feel interrogative. Instead people/colleagues/seniors feel like Great Leaders are Genuinely interested.

Great Leaders educate people/colleague/seniors through the questions they ask.

Their questions are thought provoking and illicit introspection.

Great Leaders quickly build trust.

Great Leaders seek to understand customer goals, aspirations, fears and struggles all through tactical questioning.

[4] Does the candidate ask questions that're relevant to the project?

Does the candidate come prepared to ask his/her questions in meeting discussions?

Does the candidate analyse questions on her own before getting them into discussion?

[5] Does the candidate push the pace for the task or we're pushing him/her?

How quickly the candidate turns around deliverables?

Does the candidate know his/her must do's?

[6] See more on the description in left

[7] E.g. A candidate in account department shouldn't talk much.

While one in the design/tech department should be good in creating valuable discussion and collaboration.

[8] Does the candidate has ability to understand new cases/learn new things and still produce high quality work(without saying it's my first time)?

Does the candidate deliver quality work all the time?

Does the candidate improves himself/herself first and then ask others to get better?

[9] Does the candidate performed well in the academic or scored top positions?

Does the candidate have past track record of delivering?

Does the candidate ranked top in games/quize etc.

[10] Does the candidate understand his leader advice?

Does the candidate takes time to correct his/her mistakes first?

[11] Does the candidate have a checklist of tasks to be done and an order for them?

Does the candidate correct him/her from mistake easily or make mistakes repeatedly?

Does the candidate always deliver high quality work?

Does the candidate deliver the work on time?

[12] Does the candidate get the feedback done in one go i.e. before time?

[13] does he asks for same command or method again again?

can memories any trick?

able to find his own trick to do work faster?

does he lost in figma for some simple tasks?