



# THE PAKISTAN CREDIT RATING AGENCY LIMITED

## Interview Evaluation Form

Candidate: Muhammad Atif Ch

Position: Financial Analyst

Date: 17-May-22

	Exceeds Expectation	Meets Expectation	Needs Improvement
<b>Culture</b>			
Persona	3	2	1
Positive Energy	3	2	1
Willingness – to go to the extra mile	3	2	1
Creativity & Innovation	3	2	1
<b>People skills</b>			
Empathetic Listening	3	2	1
Power of speech	3	2	1
Conflict Management	3	2	1
Mentoring	3	2	1
<b>Efficient Execution &amp; Progress</b>			
Planning, Goal Orientation	3	2	1
Execution	3	2	1
Resourcefulness	3	2	1
Quality - Attention to Detail	3	2	1
<b>Technical Stature</b>			
Writing Skills	3	2	1
Analytical Skills	3	2	1
Business Insight	3	2	1
Criteria – Understanding the rules of game	3	2	1

Expected Salary: \_\_\_\_\_

Total Score  
%

30  
30%

Comments (If any):

Salary must be clear before hiring  
as he is asking for SSK, which must be  
after deduction of PF. (take home)

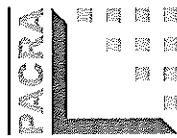
Final Outcome:

- Recommended for FA
- Hold
- Not Recommended

Evaluator's Name: Madiha Sohail

Designation: Assistant Manager

Signature: Madiha Sohail



**Designation:**

Criteria	Suggested Questions
<b>Culture</b>	
Persona	Who are you? Describe your personality
	Tell me something about yourself that others may be surprised to know about you
Positive Energy	Tell me about what motivates you
	What kinds of people do you like working with? What kinds do you dislike working with?
	What positive change would you like to bring in the society?
Willingness – to go to the extra mile	Out of all the candidates, why should we hire you?
	Tell me about a time you set difficult goals. What did you do to achieve them?
	Would you lie for your company?
Creativity & Innovation	What should I know that's not on your resume?
	Tell me about a time you found a creative solution to a problem?
<b>People skills</b>	
Empathetic Listening	What in your personal life causes you the most stress (relationships, money, time constraints, and so on)?
	Tell me about a time you motivated a troubled friend?
Power of speech	What was the recent time you had to make a decision and made sure others followed it?
	Describe what you did the last time your friends rejected one of your ideas.
Conflict Management	How did you resolve a recent conflict with someone?
	What gives you the most pleasure?
	Tell me about the last decision you made that your acquaintances disagreed with. How did you convince them?
Mentoring	What course of action do you follow when someone in trouble asks you for help?
<b>Efficient Execution &amp; Progress</b>	
Planning, Goal Orientation	Tell me about a time you set difficult goals. What did you do to achieve them?
	Where do you see yourself in next 5 years?
	What do you consider to be your biggest personal achievement? Why was it so big?
Execution	What steps did you take to execute that biggest achievement of yours?
Resourcefulness	If you face a difficult situation. How will you overcome it?
Quality - Attention to Detail	What have you observed in your surrounding the moment you entered PACRA?