

THE PAKISTAN CREDIT RATING AGENCY LIMITED

Interview Evaluation Form

Candidate: <u>Syed Abdul Wasay Ahmed</u>	Position: <u>Financial Analyst</u>
Date: <u>17-May-22</u>	

	Exceeds Expectation	Meets Expectation	Needs Improvement
Culture			
Persona	3	2	1
Positive Energy	3	2	1
Willingness — to go to the extra mile	3	2	1
Creativity & Innovation	3	2	1
People skills			
Empathetic Listening	3	2	1
Power of speech	3	2	1
Conflict Management	3	2	1
Mentoring	3	2	1
Efficient Execution & Progress			
Planning, Goal Orientation	3	2	1
Execution	3	2	1
Resourcefulness	3	2	1
Quality - Attention to Detail	3	2	1
Technical Stature			
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

24
50

%

Comments (If any):

Good ability to communicate & relate to concept

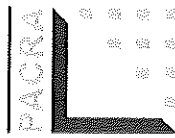
Final Outcome:

- ☒ Recommended for AFA
- ☐ Hold
 - ☐ Not Recommended

Evaluator's Name: Faiqa Qamar

Signature: Faiqa

Designation: Supervising Senior



Criteria	Suggested Questions
Culture	
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?
People skills	
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?
Efficient Execution & Progress	
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?