

FLASH™ Hiring Assessment

Date: _____ **Candidate:** _____ **Position:** _____

Key Predictors	C = Average Meets Basic Job Requirements	B = Above Average Additional Talents & Skills for Position	A = Outstanding Excellent Track Record of Success	Rank (A,B,C & +/-)
Fast-Forward Fit (Compares their Past Successes with your Company needs)	Past work history similar. Able to grasp future needs, requires direction/supervision.	Majority of past goals achieved. Brings solid capability to achieve key deliverables.	Exemplary career & achievements. The 'go to' person for results desired.	
Remarks:				
Leadership of Teams (Ability to lead and execute by leveraging others)	None, Not necessary for position, Or Minimum supervisory skills at best. Questionable for 2+ subordinates.	Managed similar groups. Articulates variety of issues regarding staff. Good Leadership skills. Solid mentoring results.	A strong leader. Strategic & decisive. Led multiple groups & locations. Praises from past employees.	
Remarks:				
Adaptability (Capable of adapting to your resources & environment)	Comparable past company size. Resources may be an issue. Cultural fit okay.	A player with good examples utilizing resources. Adaptation evident & great fit. Flexibility evident.	Diversity of issues regarding resources adds additional value. Great during a crisis. Excellent fit.	
Remarks:				
Success Without Excuses: (Does whatever it takes)	Articulates basic understanding of expectations. Verify commitment level with references.	Solid examples of completing projects. Energy, dedication & commitment evident. Hands on individual.	A gifted closer. Consistently hits goals. Reputable & highly regarded. Goal oriented.	
Remarks:				
High Initiative and self-motivated	Responses indicate reactive nature, but good potential. Needs coaching/mentoring.	Multiple examples of taking the initiative and being proactive. A real self starter.	Highly motivated. Anticipates & plans accordingly. Never gives up.	
Remarks:				
♦ Length of interview: _____ ♦ Type of interview: (Circle) Telephone / In-Person / Both ♦ Listening ratio: (Circle) 50/50, 75/25, 80/20, 90/10 ♦ Recommendation: _____ ♦ Interviewer(s) Name: _____ Date: _____				