

### Core Competency Evaluation Form

Candidate	Interviewer	Date
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<b>Overall Rating</b> Check one box.	<input type="checkbox"/> Does Not Qualify	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations
<b>Recommendation</b>	<input type="checkbox"/> Interview More	<input type="checkbox"/> Reject	
<b>Horizontal</b>	<b>Recommended:</b>	<b>Interest:</b>	

Check if behavior displayed.		Check one box.
<b>Learning</b>	√	<input type="checkbox"/> Does Not Qualify <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Exceeds Expectations
<ul style="list-style-type: none"> <li>• identifies his/her own lack of knowledge in an area and seeks out resources to increase his/her ability</li> <li>• admits to his/her mistakes, does not blame others</li> <li>• displays "lesson learned" and utilizes the knowledge gained in future projects</li> <li>• minimizes re-work efforts by using available internal and external resources</li> </ul>		Examples
<b>Teamwork</b>	√	<input type="checkbox"/> Does Not Qualify <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Exceeds Expectations
<ul style="list-style-type: none"> <li>• offers and accepts help from others</li> <li>• participates in developing team goals and processes</li> <li>• shows trust and respect for all members of the group</li> <li>• shares responsibility, recognition and ownership</li> <li>• contributes in setting goals, deadlines and defining roles</li> <li>• brings logical, methodical pursuit of objectives to the team</li> </ul>		Examples
<b>Management</b>	√	<input type="checkbox"/> Does Not Qualify <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Exceeds Expectations
<ul style="list-style-type: none"> <li>• organizes tasks, distributes work, prioritizes assignments and evaluates progress</li> <li>• maintains knowledgeable of and committed to the projects progress</li> <li>• collects and analyzes relevant information - assesses next steps</li> <li>• works within constraints and recognizes uncertainty</li> <li>• completes the project, responsible for the outcome</li> </ul>		Examples
<b>Leadership</b>	√	<input type="checkbox"/> Does Not Qualify <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Exceeds Expectations
<ul style="list-style-type: none"> <li>• presents suggestions/point of view in convincing manner</li> <li>• builds a strong sense of teamwork, purpose and instills positive attitude</li> <li>• controls conflict</li> <li>• takes charge of ambiguous situations, establishing structure and direction</li> <li>• ability to manage details, yet constantly focuses on the larger objective</li> </ul>		Examples