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Company Name: _____
 Position: _____
 Title: _____

SCORE CANDIDATE ON A 1 - 10 SCALE:

Enter Each Candidate's Name ----->	Mike	Chuck	Don			TOTAL SCORES
Personal Motivation						
Self -Discipline	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Mentorship = Is Coach and Coachee	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Risk-Taking	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Energy = Quick & Long Hours	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Expectation of Success	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Self-Confidence	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Healthy Respect for Authority	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Emotional Stability	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Green & Growing = Wants to Learn	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Enthusiasm	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Introspection	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Business Skills						
Finance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Marketing	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Relevant Business Experience	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
People-Selection Skills	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Luck	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Track Results	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Focus on Customer	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Decision Making						
Intuitive Deduction	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Problem-Solving Approach	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Abstract Conceptualization	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Balancing Results vs People	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Influence						
Leadership	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Communication	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Organizes Self & Others	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Human Sensitivity	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Good Listener	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Vision	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Goal Setter	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Trust Builder	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Intelligence						
Common Sense	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Street Smarts	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Judgement	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Academic Rigor = College Degrees	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Conceptual Grasp	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Memory						
Long Term	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Critical Detail	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Average SCORES for EACH Candidate =	0	0	0	0	0	#### Avg#

Company
Name: ABC Company
Position
Title: Marketing Mgr.



SCORE CANDIDATE ON A 1 - 10 SCALE:

Enter Each Candidate's Name ----->	John Doe	Sue Smith	Dick Brown	Gina Green	Bobbie McGee	TOTAL SCORES
Personal Motivation						
Self-Discipline	7	8	7	8	6	36
Mentorship = Is Coach and Coachee	5	7	5	6	6	29
Risk-Taking	8	9	7	5	9	38
Energy = Quick & Long Hours	8	9	8	7	9	41
Expectation of Success	7	9	7	9	9	41
Self-Confidence	8	8	9	8	9	42
Healthy Respect for Authority	5	7	5	7	6	30
Emotional Stability	7	7	7	6	6	33
Green & Growing = Wants to Learn	6	7	6	7	7	33
Enthusiasm	8	7	7	8	8	38
Introspection	5	8	5	4	5	27
Business Skills						
Finance	6	8	6	7	5	32
Marketing	8	8	9	8	7	40
Relevant Business Experience	7	7	7	8	7	36
People-Selection Skills	8	8	8	6	7	37
Luck	7	8	7	8	7	37
Track Results	5	7	6	5	4	27
Focus on Customer	7	8	7	8	9	39
Decision Making						
Intuitive Deduction	5	7	5	6	7	30
Problem-Solving Approach	7	9	7	8	7	38
Abstract Conceptualization	8	9	8	7	8	40
Balancing Results vs People	7	6	7	6	8	34
Influence						
Leadership	7	7	7	6	7	34
Communication	8	9	8	9	8	42
Organizes Self & Others	5	7	7	6	7	32
Human Sensitivity	6	8	6	8	7	35
Good Listener	7	8	6	7	6	34
Vision	5	6	5	6	7	29
Goal Setter	7	8	9	8	8	40
Trust Builder	6	9	5	6	7	33
Intelligence						
Common Sense	8	9	8	9	8	42
Street Smarts	7	8	9	8	7	39
Judgement	7	8	7	8	7	37
Academic Rigor = College Degrees	7	6	7	8	7	35
Conceptual Grasp	7	8	8	7	7	37
Memory						
Long Term	6	7	6	7	6	32
Critical Detail	6	8	7	6	7	34
Average SCORES for EACH Candidate =	6.70	7.76	6.89	7.05	7.08	6.91 Avg#
	1	1	1	1	1	

INSTRUCTIONS:

This model should be used for hiring, promoting or growing managers. The 37 traits are proven success factors. Interviewers, superiors and mentors should score candidate on a 1 - 10 scale on each of the 37 success traits. The model will automatically calculate a properly weighted score between 1 - 10 from the combined ratings. Any number of candidates, up to five, may be involved. The Avg# Score can be compared over time to gauge a manager's growth, or it can be used as an absolute comparison between candidates for a management position. Sue is the winner above!

Please see the EDP tool in the "CEO Tools" book (www.ceotools.com) for ideas on growing better managers.

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U.S. Corporate Partners, LLLP
Phone and Fax: (770) 389-8511
159 Glen Eagle Way
McDonough, GA 30253
Email: kwker@mindspring.com