



POST INTERVIEW GUIDING QUESTIONS

Position: _____

These questions are designed for reflective feedback based on the interview experience. They precede candidate ranking based on culture, climate and acumen. It should be done after all interviewers have had 3-5 minutes to review their scores independently. No applicant names should ever be used. Once an idea is shared it is the property of the group. All opinions count.

1. Were you able to develop a systems approach to the tallying process? What was most important to you in placing your rankings?
2. Did you have a profile in mind prior to beginning this process? Consider your profile as it relates to what you know about those working at _____. How well did the applicant fit the culture of the department? What impact do you believe a new _____ can have on the climate and culture of the working environment? Did one applicant appear stronger in this domain? Was one less well prepared in this arena in your opinion?
3. Was there evidence of focused thinking? Did the applicants deliver informed responses? A big piece of the on-boarding puzzle is acumen for training and orientation. This often defines an employee when considering matters of performance. Did one applicant appear to have the prerequisite tools to be trained to meet the job's requirements more than the others?
4. Was there an "aha" moment? Was there a "stop" moment?
5. What is the one thing you really need this group to know in moving forward with this decision?
6. At conclusion of interview:
Think about culture, climate and acumen. What do these mean to our organization/school? Now think of the applicants. Rank each applicant on a scale of 1...5. For these purposes
1 = not easily integrated,
3 = on average we would expect a seamless integration and
5 = we anticipate a fully seamless integration into the cultural fabric of the school.

Place your scores in the left-most container on your ranking sheets next to the appropriate applicant's name.

A. Thank the committee for the interview.