

The 10-Factor Candidate Assessment

©2006. All Rights Reserved. The Adler Group, Inc. Short Version. Jan. 2006.



Candidate: _____ Position: _____ Interviewer: _____ Date: _____

	Factor	Competencies	Level 1 Unqualified	Level 2 Less Qualified	Level 3 Fully Qualified	Level 4 Highly Qualified	Level 5 Super Star	Rank
	General Evaluation Summary	Technical Motivation Cooperation Viewed by team Impact on team Planning Promotability	Incompetent Unmotivated Uncooperative Distraction Demotivating Reactive No potential to grow	Needs extra training Needs extra pushing Needs urging Avoided Neutral Passive Not promotable	Meets high standards Self motivated Fully cooperative A contributor An asset On top of issues Promotable	Does it better Does more, faster Initiates helping Trains, sought-out Influences others Anticipates issues Quickly promotable	Sets standards 120% committed Proactively coaches Asked to lead Motivates others Forward-looking Double promotable	
1	Technical Skills	Basic knowledge Use of knowledge Creativity, ability.	Can't do the work. . Incompetent. Below minimum standards.	Can do the work, but needs added training, supervision.	Can perform all re-quired work very well. An asset.	Does more than re-quired, does it better, does it faster.	Leader in field. Sets the bar. More crea-tive & insightful.	
2	Motivated to Do the Work	Commitment Work-ethic Self-motivation	Lazy, passive, doesn't want to do the work.	Will do the work if urged or pushed. Not a good fit for work.	Self-motivated to do this type work with little supervision.	Takes initiative to do more, faster, & bet-ter. Looks for work.	Totally committed to do whatever it takes to get it done.	
3	Team Skills in Similar Groups	Cooperate Motivate, Lead Influence	Uncooperative, bad attitude, negative. Hides problems.	Will cooperate if asked. Needs urging to be involved.	Fully cooperates with others w/o urg-ing. Deals w/conflict.	Takes initiative to help others. Per-suades, motivates.	Inspires, coaches. Minimizes conflict. Asked to lead.	
4	Problem Solv-ing, Thinking	Intelligence Analytical Insight	Didn't understand any key issues or de-velop any solutions.	Needs support. Un-derstood basic issues. Weak solutions.	Clearly understood all key issues, devel-oped good solutions.	Quickly understood all issues. Developed multiple solutions.	Understood all is-sues. Optimizes re-sults. Sees impact.	
5	Achieved Similar Results	Results oriented Success focus Commitment	Experience and ac-complishments are total mismatch.	Some comparable accomplishments. Needs extra training.	Has handled similar projects with very good results.	Environment and projects match with better results.	Scope, span, scale, culture match & ex-ceptional results.	
6	Planning & Executing	Organization Planning Vision	Unorganized. Weak planner. Very reac-tive. Wastes time.	Reactive. Misses deadlines. Plans when pushed.	Consistent planner. Meets deadlines. Or-ganizes, prioritizes.	Always plans, antici-pates, prioritizes, and beats deadlines.	Superb. Anticipates everything. Sees big picture & all issues.	
7	Environment & Cultural Fit	Decision-making Style, Pace Attitude, Team	Complete mismatch on culture and/or en-vironment.	Reasonable match on culture and environ-ment, not perfect fit.	Close match on peo-ple, pace, approach, org structure.	Has been successful in this type of culture & environment.	Thrives in this type of environment, cul-ture. Great success.	
8	Trend of Growth	Consistency Goal-orientation Commitment	No personal or busi-ness growth noted. Makes excuses.	Flat trend. Capable, but needs to be pushed to grow.	Job growth trend shows consistent positive pattern.	Strong upward growth trend. Con-sistently does more.	Great upward trend. Great progress sup-ported by results.	
9	Character & Values	Honesty, Integrity Professionalism Responsibility	Questionable charac-ter. Job does not fit with values.	Job somewhat fits values and needs. Will be a distraction.	Job is a strong fit with values & moti-vating needs.	Job clearly meets values & motivating needs. Principled.	Strongly committed person of great char-acter. Role model.	
10	Potential and Summary	Leadership Capacity to grow Vision	This job is over per-son's head. Not a candidate.	Can handle this job, but not likely to grow beyond job.	Can handle all key aspects of job plus has upside potential.	Will make quick positive impact and has near-term upside.	Will make great im-pact with potential to move up two levels.	
								Total Score

Evaluation Notes

**THIS IS COPYRIGHTED INFORMATION AND
NOT FOR REPRODUCTION
SAMPLE ONLY FOR REVIEW PURPOSES
CONTACT 949-612-6300 FOR MORE INFORMATION**