

# The 10-Factor Candidate Assessment

Basic Version – June 10, 2003

©2003. All Rights Reserved. The Adler Group, Inc.



Candidate: \_\_\_\_\_ Position: \_\_\_\_\_ Interviewer: \_\_\_\_\_ Date: \_\_\_\_\_

	<b>Factor</b>	<b>Level 1</b> Unqualified	<b>Level 2</b> Below Expectations	<b>Level 3</b> Meets All Expectations	<b>Level 4</b> Exceeds Expectations	<b>Level 5</b> Far Exceeds Expectations	<b>Rank</b>
1	<b>Competent Technical Ability</b>	Can't do the work. Doesn't meet minimum standards.	Can do the work, but needs added training, Supervision.	Can do the work w/normal training & supervision.	Does more than required, does it better, does it faster.	Achieves another level. More creative, more insightful, trains others.	
2	<b>Motivated to Do Work Required</b>	Lazy, passive, doesn't want to do the work. No interest in position.	Will do the work if urged or pushed. Not really a good fit for this work.	Self-motivated to do this type work w/normal supervision.	Takes initiative to do this work faster, better, and higher quality.	Totally committed to do whatever it takes to get it done. Always.	
3	<b>Team – Lead, Coop, Motivate</b>	Uncooperative, bad attitude, negative. Hides problems. Or too individual.	Will cooperate if asked. Needs urging to be involved with others. Avoids problems.	Fully cooperates with others w/o urging. Openly addresses problems.	Takes initiative to help others. Anticipates problems. Persuasive. Motivates others	Persuades, inspires, motivates, leads, trains others. Takes pride helping others.	
4	<b>Problem Solving &amp; Thinking</b>	Didn't understand any key issues or develop any solutions.	Understood key issues and developed okay solutions. Would need support.	Clearly understood all key issues and developed acceptable solutions.	Quickly understood all key issues and developed great solutions.	Understood all issues, developed great solutions, and came up with new insights.	
5	<b>Achieved Comparable Results</b>	Experience and accomplishments are a complete mismatch.	Has some comparable accomplishments. Requires extra training & support to make it.	Accomplishments are comparable. Has handled similar projects with solid results.	Has achieved better results handling similar projects in similar environments.	Super fit. Has done it. Slam-dunk award winning super star. An MVP!	
6	<b>Planning &amp; Organizing Work</b>	Unorganized. Weak planner. Very reactive. Wastes lots of time.	Decent organizer, knows how to plan, sometimes does it, but needs pushing.	Solid planner, organizer. Can handle all job needs. Anticipates issues. Develops ideas.	Planning, organizing a real strength. Sees issues before they happen. Prevents problems.	Planning is major strength. Can organize teams to make it happen. Anticipates well.	
7	<b>Environment &amp; Cultural Fit</b>	Complete mismatch on culture and/or environment. Oil vs. water type.	Reasonable match on culture and environment, but not perfect fit. Needs polishing.	Very close match on culture and environment. Smooth transfer.	Excellent match on culture and environment. Easy transfer.	Thrives in this type of environment, culture. Pattern shows extremely smooth transfer.	
8	<b>Trend of Growth Over Time</b>	No personal or business growth noted. Makes excuses. Not interested.	Some professional and personal growth noted. Capable, but needs to be pushed to grow.	Takes initiative to improve self. Job growth trend is up. Consistent positive pattern.	Strong upward growth trend. Consistently does more. Takes pride in personal development.	Great upward trend. Great progress supported by results. Goes extra mile for personal development.	
9	<b>Character Values</b>	Questionable character. This job does not compare with any values.	Reasonable character. Job somewhat fits values and needs.	Solid character. Job is a strong fit with values & motivating needs.	Highly principled person. Job clearly meets values and motivating needs.	Strongly committed person of great character. Inspirational.	
10	<b>Potential and Overall Summary</b>	This job is over person's head. Not a candidate.	Can handle this job, but it will require extra training, supervision.	Can handle all critical aspects of the job and meet current standards. Some upside.	Can easily handle all aspects of job, will make quick impact, and has near-term upside.	Will make quick impact in everything. Shows great potential to move up two levels.	

**Total Score**