



# Interview Impressions

Candidate Name: \_\_\_\_\_

From: \_\_\_\_\_

<i>Impression immediately after the interview, before discussion about the candidate</i>						
Position: Executive Director	<i>Poor</i>	<i>Low</i>	<i>Average</i>	<i>High</i>	<i>Excellent</i>	<i>Comments</i>
<b>Appearance</b> Appearance, bearing, manner.	<i>Indifferent to attire &amp; grooming, sloppy.</i>	<i>Careless in attire</i>	<i>Neatly groomed</i>	<i>Well groomed</i>	<i>Immaculate attire &amp; grooming</i>	
<i>Check one</i> ✓						
<b>Expression</b> Logic, judgment, clarity of thinking, expression, conciseness.	<i>Uncommunicative, confused thoughts, poor vocabulary.</i>	<i>Poor speaker, hazy thoughts; ideas.</i>	<i>Speaks well, expresses ideas adequately</i>	<i>Speaks, thinks clearly with confidence</i>	<i>Exceptional, speaks concise w/ confidence. Ideas well thought out</i>	
<i>Check one</i> ✓						
<b>Job History</b> As evidenced by skills and expression of convictions based in part of previous experience.	<i>No experience in Main Street field.</i>	<i>No experience, but somewhat knowledgeable about Main Street</i>	<i>Some past jobs provide some work related experience, plus MS knowledge.</i>	<i>Good related job skills from past positions. Main Street Experience.</i>	<i>Main Street experience and recent job experience very applicable.</i>	
<i>Check one</i> ✓						
<b>Motivation</b> Evidence of ability and motivation to increase effectiveness with experience. Research MS, contact with other MS programs.	<i>None, apathetic, indifferent.</i>	<i>Doubtful interest in position. No contact w/NHMS programs.</i>	<i>Sincere desire for job. Researched position and community.</i>	<i>Strong interest in job, asks questions. Researched position.</i>	<i>Highly motivated, eager to work, asks many questions. Researched position</i>	
<i>Check one</i> ✓						

<b>Job Knowledge</b>						
Knowledgeable about 4-Point MS program, non profit management, Promotion, Design, and Economic Restructuring.	<i>None as pertains to this position.</i>	<i>Will need considerable training.</i>	<i>Basic, will learn on the job.</i>	<i>Well versed in position, little training needed.</i>	<i>Extremely well versed, able to work w/o further training.</i>	
<i>Check one ✓</i>						
<b>Personality</b>						
	<i>Unpleasant</i>	<i>Slightly objectionable.</i>	<i>Likeable</i>	<i>Pleasing</i>	<i>Extremely pleasing, charming individual.</i>	
<i>Check one ✓</i>						
<b>Candidate's Greatest Strength</b>						
<b>Candidate's Greatest Weakness</b>						

Overall Impression:                    \_\_\_ Unsatisfactory            \_\_\_ Marginal            \_\_\_ Satisfactory            \_\_\_ Very Good            \_\_\_ Excellent

Interviewer: \_\_\_\_\_

Date: \_\_\_\_\_