



Ropella360

A catalyst for connection

> Senior Leadership Interview Assessment



Stage 3 | SMART Hiring and Onboarding



SMARTSM

Search System

Recruit smarter. Not harder.

Reviewer's Name: _____

Candidate's Name: _____

Position: _____

Date: _____

Sub-Total (page 5) _____ + Sub-Total (page 6) _____ = Grand Total Score _____

Score Value: **A** = 43-51 **B** = 34-42 **C** = 17-33



“Leaders are like eagles.
They don't flock,
You find them one at a time.”

The strongest transformational leaders are said to be innovative thinkers with a global perspective. These individuals are clearly in high demand in today's hot talent market. Below you will find a leadership interview assessment tool that can help you determine a core score for each of our candidate finalists.

1. Honesty, Integrity and Humility

Leaders who possess these and other similar values are able to gain trust from their team from the very start. They have the ability to project their vision so that people follow and naturally want to work for them. Learning organizations grow the fastest, so the thirst for new knowledge is always encouraged.

- Tell me a time when you created a plan, had to share your vision, get “buy-in” and rally your team forward.
- Now tell us of a time that you created a plan that failed and fell short of your expectations.

KEY: 3 = Excellent | 2 = Competent | 1 = Below Average | Bonus = +1 **SCORE:** _____

2. Intellectual horsepower creates a repeatable process for success

Transformational leaders can view and think through issues at multiple levels; they intuitively find critical paths through very complex problems. Delegation is possible because they take a very complicated model and break it down into a process that seems simple and is repeatable.

- What was one of the most difficult and complex problems that you have faced in your career? How did you go about solving it? What process did you implement?
- How were you able to learn and grow from this experience?

KEY: 3 = Excellent | 2 = Competent | 1 = Below Average | Bonus = +1 **SCORE:** _____

3. Contagious Work Ethic

Because transformational leaders create organizations that celebrate success and cheer their team on, they inspire others to stretch and achieve new goals.

- Share an example of an entrepreneurial role you held where you had a great deal of autonomy, that demonstrates your ability to drive new projects.
- How would your supervisor describe your work ethic and ability to adapt in rapidly changing circumstances?

KEY: 3 = Excellent | 2 = Competent | 1 = Below Average | Bonus = +1 **SCORE:** _____

4. Acute Customer Awareness And Insight

Transformational leaders are great marketers who know how to listen to customers and translate their needs into market advantages. They are constantly seeking out additional market channels, which create a wider platform of new revenue streams.

- In the course of your career so far, what successes have you had driving new revenue streams?
- How were you able to identify these “new market” opportunities? How did you steer them through strategy development and implementation?

KEY: 3 = Excellent | 2 = Competent | 1 = Below Average | Bonus = +1 **SCORE:** _____

5. A Face For The Company

Transformational leaders are recognized for their passion and enthusiasm, both internal and externally. They are highly respected and are known for their deep knowledge of the market and their ability to lead by example.

- How would your supervisor describe your leadership style?
- If we were to question your peers and subordinates, what do you think their perception of you would be?
- What is your motivation for becoming the technical “face” of this company?

KEY: 3 = Excellent | 2 = Competent | 1 = Below Average | Bonus = +1 **SCORE:** _____

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Transfer scores from questions 1-5 to this page.

		SCORE
1. Honesty, integrity and humility Leaders who possess these and other similar values are able to gain trust from their team from the very start. They have the ability to project their vision so that people follow and naturally want to work for them. Learning organizations grow the fastest, so the thirst for new knowledge is always encouraged.		
2. Intellectual horsepower creates a repeatable process for success Transformational leaders can view and think through issues at multiple levels; they intuitively find critical paths through very complex problems. Delegation is possible because they take a very complicated model and break it down into a process that seems simple and is repeatable.		
3. Contagious work ethic Because transformational leaders create organizations that celebrate success and cheer their team on, they inspire others to stretch and achieve new goals.		
4. Acute customer awareness and insight Transformational leaders are great marketers who know how to listen to customers and translate their needs into market advantages. They are constantly seeking out additional market channels, which create a wider platform of new revenue streams.		
5. A face for the company Transformational leaders are recognized for their passion and enthusiasm, both internal and externally. They are highly respected and are known for their deep knowledge of the market and their ability to lead by example.		
TOTAL SCORE (Transfer this score to page 1)		



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KEY: 3 = Excellent | 2 = Competent | 1 = Below Average | Bonus = +1

ADDITIONAL EXPERIENCE AND TRAITS TO SCORE	SCORE
Self-Starter Does this candidate have the drive to complete assigned tasks independently? Will they undertake new projects on their own initiative?	
Entrepreneurial Is the individual passionate about their work? Do they look at the world and wonder "How could I make that better?" or accept the status quo?	
Solutions-Oriented What does this candidate do when faced with a problem? Do they look to point the finger of blame, or do they brainstorm solutions?	
Driven to Succeed Do they strive for excellence, or are they content with being "good enough"? Are they willing to take calculated risks in order to achieve lofty goals?	
Knowledge & Acquired Skills How does their background empower them to obtain success in this role? Are their past skills transferable and relevant?	
Experience How do their past positions equip them for success in this role? Do they have any established relationships that are beneficial?	
Education Is their formal education an asset to this role? Does their knowledge base equip them to fully understand your technology and go to market strategy?	
Positive Attitude Does this individual see the as glass half full or half empty? Do they approach problems by looking for solutions or excuses?	
Internal Motivation What motivates this candidate (i.e. money, recognition, competitive nature)? What success have they experienced to date?	
Persistence, Determination & Mature Character: How have they been able to overcome past obstacles and road blocks? What has been their greatest challenge? Are they seasoned and level-headed?	
Aptitude and Intelligence How quickly do they learn new technologies and markets? Are they able to find solutions with outside-the-box thinking?	
Temperament Is this individual a team player? Do they share their ideas with respect and integrity? Are they a fit with your team and culture?	
TOTAL SCORE (Transfer this score to page 1)	