



# INTERVIEW GUIDE

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item	Response	My Impressions	Score
Tell me a little about yourself.		Positive Negative Undecided	1 2 3 4 5
What do you know about this company?		Positive Negative Undecided	1 2 3 4 5

Item	Response	My Impressions	Score
What did you like the most about your last job?		Positive Negative Undecided	1 2 3 4 5
What did you like the least about your last job?		Positive Negative Undecided	1 2 3 4 5

Item	Response	My Impressions	Score
Tell me about the last time you set a goal for yourself, and you achieved it.		Positive Negative Undecided	1 2 3 4 5
Why do you want to work here?		Positive Negative Undecided	1 2 3 4 5

Item	Response	My Impressions	Score
Tell me about a time you had a conflict with a manager and how it got resolved.		Positive Negative Undecided	1 2 3 4 5
	<i>Listen for clues to collaboration</i>		
What specific skills would you bring to our team?		Positive Negative Undecided	1 2 3 4 5

Item	Response	My Impressions	Score
Why should we select you to be a part of Cable Dahmer?		Positive Negative Undecided	1 2 3 4 5
What can we count on you for?		Positive Negative Undecided	1 2 3 4 5

Item	Response	My Impressions	Score
Tell me about your long-term career goals.		Positive Negative Undecided	1 2 3 4 5
What's most important to you in deciding where you want to work?	<p></p> <p><i>Listen for clues about culture, opportunity, team, standard of living and community. Compensation is a non-starter</i></p>	Positive Negative Undecided	1 2 3 4 5

Item	Response	My Impressions	Score
What else would you like me to know about you?		Positive Negative Undecided	1 2 3 4 5
What questions do you have for me?		Positive Negative Undecided	1 2 3 4 5

[illegible]

## Discussion with Other Interviewers

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<b>Fit to Cable Dahmer?</b>	<b>Yes</b>	<b>No</b>	<b>Undecided</b>
<b>Fit to Position?</b>	<b>Yes</b>	<b>No</b>	<b>Undecided</b>
<b>Fit to Manager?</b>	<b>Yes</b>	<b>No</b>	<b>Undecided</b>
<b>Offer?</b>	<b>Yes</b>	<b>No</b>	<b>Undecided</b>

## Next Steps with Candidate

<b>Offer</b>	
<b>Position</b>	
<b>Business Unit</b>	
<b>Manager</b>	
<b>Pre-Employment Check</b> <ul style="list-style-type: none"><li>• References</li><li>• DMV</li><li>• Drug Test</li><li>• Background</li></ul>	
<b>Scheduled Start Date</b>	
<b>Decline Notification</b>	

