

Candidate Name: _____

Officer Candidate Score Sheet

Talent	Red Flag?	Total (85 pts.)
<i>Harmonizer</i> : Get along with other people. Can see points that people have in common, even when they are in conflict. Are practical in their conversations. Look for areas of agreement.	Did the interview reveal anything else besides the talents that raises concerns about the candidate?	
<i>Responsibility</i> : Take psychological ownership for what they say they will do – are dependable. Are committed to stable values, such as honesty and loyalty.		
<i>WOO</i> : Have the capacity to quickly connect with people and generate positive responses from them. Can enter a crowd of people and easily know what to do and what to say. Take satisfaction from striking up conversations with strangers.	<ul style="list-style-type: none"> • NO (+ 5 pts) • Maybe (+ 2 pt) • YES (0 points) 	
<i>Achiever</i> : Have a great deal of stamina and work hard. Take great satisfaction from being busy and productive.		
<i>Self-Assurance</i> : Have an inner compass of control for themselves. Have a capacity for managing their own lives. Rely on intuition to know what to do.		
<i>Arranger</i> : Can organize, but also have a flexibility that compliments their organizing. Can get a lot done, even though they typically have many projects going at the same time.		
<i>Learner</i> : A great desire to learn and continuously improve. Will learn something new every day and can learn a lot in a short period of time.		
<i>Strategic Thinking</i> : Studies alternative ways to do things (pros & cons) and selects direction with confidence.		
TOTAL FOR TALENTS (80 points possible)		

Talent Scoring Key

- 10 = Displayed competence in this talent and passion
- 6 = Displayed competence in this talent but not passion
- 3 = Displayed some competence in this talent
- 0 = Did not mention talent in response