

Interviewer: _____

Candidate: _____

Key Characteristics	Observations/Comments	Rating 1 - 5 (Poor - Excellent)
Professionalism/ Character (Attire, polished, confident, boardroom presence, integrity, strong moral principles & work ethic)		
Communication (Articulate, persuasive, good listener, great presentation skills, shares vision for RBO's long term strategy)		
Problem Solving / Decision Making (Root cause analysis, creative ideas, execution)		
Relevant Work Experience (# years in print, distribution, direct sales, management)		
Leadership (Assertive, leads by example, inspires, delegates)		



Interviewer: _____

Candidate: _____

Key Characteristics	Observations/Comments	Rating 1 - 5 (Poor - Excellent)
Motivation/Enthusiasm (Results oriented, optimistic, friendly competition, promotes teamwork)		
Job Knowledge (Well versed in industry, prospects, products & technology)		
Organizational Skills (Prepares in advance, organized, time management)		
Education (College grad, executive courses, MBA)		
Hiring (Has a hiring plan/strategy, experience identifying "A" players, on-boarding & training experience)		
Overall Evaluation		/50