



WANTED POSTER SCORING SHEET

An Evaluation Tool Based on Four Behavioral Attributes.

CANDIDATE

ROLE

INTERVIEW DATE

DEFINING TRAIT FOR THIS ROLE

INTERVIEWER

SKILL: PASS OR FAIL

ATTRIBUTE	WHAT YOU ARE SCORING	DEDUCTIONS: EVIDENCE, SIZE, C OR X	SCORE
Defining Trait Name it here 	The one behavioral quality this role lives or dies on. Named before the interview, never after.		/ 10
Drive	Perseverance and grit. Putting in the hard work toward the goal even through the stretches where it is not working.		/ 10
Mindfulness	Self-awareness and awareness of impact on others. Composure, reflection before answering, how they handle disagreement.		/ 10
Humility	Where credit goes in their stories. Honesty about gaps without defensiveness. The anchor of team culture.		/ 10
TOTAL Start at 40. Subtract every point you wrote down above.			/ 40

The hire line: all three gates clear or the answer is no

1 Total is 36 or higher. 35 or lower is a no hire, whatever the urgency and however much you like them.

2 Humility is 8 or higher. Below 8 disqualifies on its own, regardless of every other score.

3 Humility is not the sole lowest score. Sole lowest disqualifies, whatever the total says. A tie for lowest means you review the humility evidence again before deciding, and if that review turns up a deduction you missed, take it.

VERDICT ☐ Eligible for hire. Move to the next required gate. ☐ Do not hire.

Next gates are whatever your process requires: work sample, references, background check, compensation approval. Do not restart the search for a better candidate who might show up.

How big is the deduction

- 1** A minor concern or a contextual risk.
- 2** A moderate concern with clear behavioral evidence.
- 3** and beyond: every point past two rests on its own separate finding, separately evidenced and separately written down.

Mark every finding

- C** Circumstantial. A risk inside their current season, like workload against the hours they have.
- X** Characterological. A persistent pattern, repeated across more than one example or surfacing under pressure.
- A** Addendum. A real observation that earns no points off. Flag it and carry it into the development plan.

Scoring integrity

- No quote, no deduction. Write the behavior in the box before you take the point.
- Deduct on patterns. One vague answer is a moment, and moments cost nothing.
- Nerves, filler words, accent, and presentation anxiety are off the table entirely.
- Skill is binary. Record the pass or fail up top and keep it out of the scores.

Qualifications and availability ☐ Clear ☐ Flag for the client: _____

Hours available against hours required, travel capacity, and schedule conflicts are a binary fit question for the client. They land on this line, never in an attribute score.