Peer Interview Decision Matrix

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| **Interviewer:** | **Position:** | | | |
| **Core Competencies: Score on scale of 1-10 (10 = high)** | | **Candidate**  \_\_\_\_\_\_\_\_\_ | **Candidate**  **\_\_\_\_\_\_\_\_\_\_** | **Candidate**  **\_\_\_\_\_\_\_\_\_** |
| 1. Please score the candidate on appropriate breadth and depth of education and experience to perform the responsibilities of the position | |  |  |  |
| 2. Please indicate the extent to which the candidate’s style appears aligned with our culture and values | |  |  |  |
| 3. Does the candidate help our organization reach our goals for diversity, equity and inclusion? | |  |  |  |
| 4. How will did the candidate inspire your confidence during the interview? | |  |  |  |
| 5. To what extent does the candidate possess a mature understanding of the unique challenges of this position? | |  |  |  |
| 6. Rate your overall enthusiasm for this candidate | |  |  |  |
| Total all Competency Scores: | |  |  |  |
| Would Recommend for Hire? | | Yes/ No | Yes/ No | Yes/ No |