

Compare Candidates to the Superior Performance Attributes (SPA) for the Role.

After selecting the SPAs for the role, use this debrief worksheet to systematically determine matches, gaps, strengths, blind spots, and next steps.

Candidate's Name: _____ Position: _____

Reviewer's Name: _____ Date: _____

Match Color Code Key:

Very Strong Match >> Pop. Mean

Good Match >Pop. Mean

Fair Match < Pop. Mean

Poor Match << Pop. Mean

Match = how far above or below the candidate scored compared to the population mean score on each attribute in the TriMetrix assessment.

Column 1: List hiring template SPAs for the role.

Column 2: Compare candidate to hiring template.

Column 3: Note Matches and Gaps. Determine Next Steps.

Top Personal Skills – ‘Under the Hood’, ‘Horsepower’, Acumen

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		<u>**Personal Skill Notes:</u>

Top Motivators – ‘Gas in the Tank’, Drivers

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		<u>**Motivators Notes:</u>

Top Behaviors – ‘How Job/Person Drive’, Communication Style

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		<u>**Behavior Notes:</u>

LEVEL OF RISK NOTES**->
-Lowest Risk = 5
-Fair Risk = 3
-Highest Risk =1

Based only on the Assessment - the Level Risk is:

NEXT STEPS: Review everything you know about this person: background, future goals, interview impressions, reference checks, and how closely this person matches the Superior Performance Attributes,** to determine whether you continue or stop the interview process. If continuing – use the [Interview Questions](#) and [How to Facilitate a Great Discussion About Each Candidate's Results.](#)

**Assessment results are <30% of any management decision.