**Candidate Defense - Template**

**[Candidate Name] - The Case**

**1. Ideal Candidate Profile:** [link to your ideal candidate profile here]

**2. What three characteristics make you really excited about the candidate? Are these on the Ideal Candidate Profile? How important are they?**

**3. What characteristics make you hesitate about the candidate? Are these on the Ideal Candidate Profile? How important are they?**

**4. What Ideal Candidate Profile items do you still not know about the candidate? How important are they?**

## Core Values Evaluation

| **Core Value****[LIST YOUR COMPANY CORE VALUES IN THE BOXES BELOW]** | **Evaluation** Describe how they exhibit values and give them a rating: +, +/-, -  |
| --- | --- |
| **Example Core Value: “Be Kind”*** Cares deeply about one another, our clients, and the world around us.
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| **Example Core Value: “Speak Up, Step Up”*** Has a voices and uses it to make an impact
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| **Example Core Value: “Keep Growing”*** Embodies the growth mindset
 |  |
| **Example Core Value: “Work Together, Win Together”*** Teams up to achieve goals and celebrate accomplishments
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