**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. |  |
| **Example Core Value: “Speak Up, Step Up”**   * Has a voices and uses it to make an impact |  |
| **Example Core Value: “Keep Growing”**   * Embodies the growth mindset |  |
| **Example Core Value: “Work Together, Win Together”**   * Teams up to achieve goals and celebrate accomplishments |  |