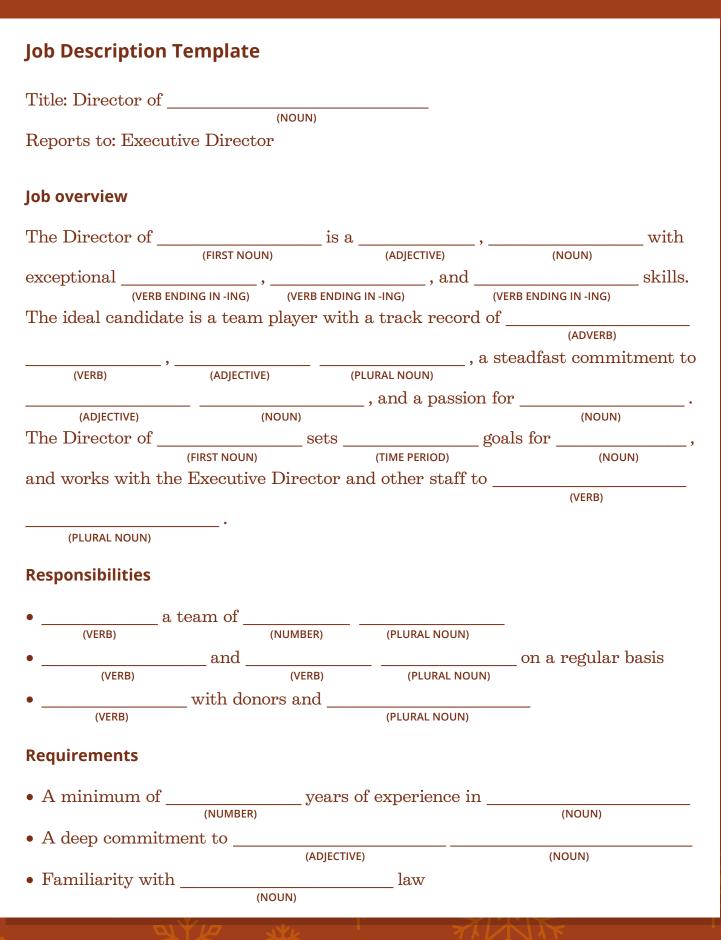


Interview Guide				
Position: Director of Holiday Cheer	r			
Compensation: 100k – 200k	(PLURA	L NOUN)	annual	ly
Benefits: Full use of the company			, unlimited	,
Benefits: Full use of the company _	(TYPE OF TRA	NSPORTATION)	-	(HOLIDAY SNACK)
and(NOUN)				
Questions				
1) Hello, I'mt	he		. How	are you today?
(YOUR NAME)	()	OUR POSITION)		U U
2) I see you attended(NOUN)	JJ	University in	n	·•
			(LO	CATION)
Are you from	?			
	-			0.007007
3) What	_ you to _		(VERB)	a career
in?			()	
(NOUN)				
4) This role requires lots of(ADJI			and	
			IN -ING)	(ADJECTIVE)
How do you	u feel abou	ut that?		
(VERB ENDING IN -ING)				
5) Tell me about a time when you _		b	etween	(NOUN, PLURAL)
What was the result?				· · ·
6) If you and a(NOUN)	T	were		
(NOUN)			(VERB ENDING	5 IN -ING)
and you(VERB, PAST TENSE)				
		(N)	OUN)	
you	?			
(VERB)			C	9
7) Great! Do you have any			for n	ne?
Thank you for your	N)	wen	(VERB	you
in the next				
(NUMBER)	U			

INSTRUCTIONS: Fill in the blanks by asking the other participants for the word types listed. Once all the blanks have been filled in, read the story aloud for some zany holiday cheer.



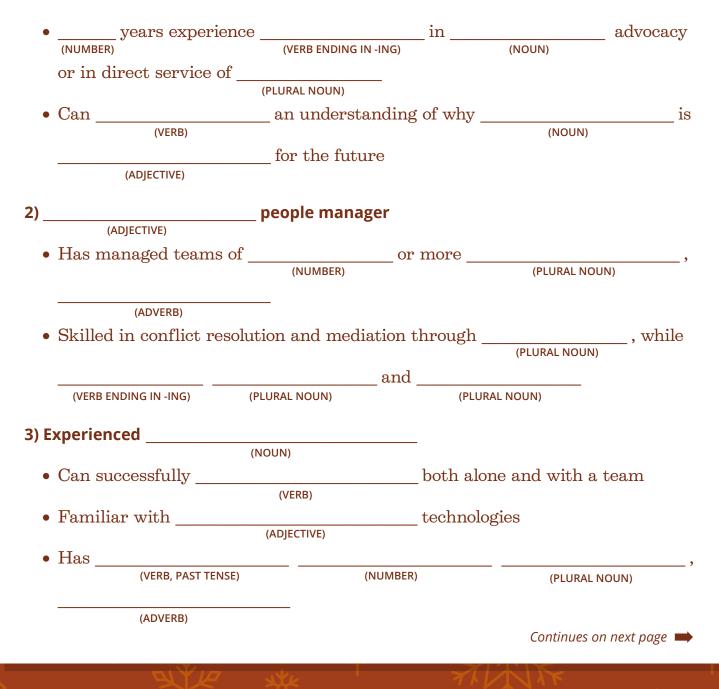
on-ramps

Core Competencies

The purpose of determining core competencies for a role is to establish clearly defined, objective criteria against which all candidate assessment takes place and to use that criteria as the north star for checking biases and evaluating all candidates. Fill out the worksheet below to determine what core competencies a candidate needs to succeed.

on-ramps

1) Alignment with the organization's mission



INSTRUCTIONS: Fill in the blanks by asking the other participants for the word types listed. Once all the blanks have been filled in, read the story aloud for some zany holiday cheer.



Core Competencies continued

(NOUN) • Proven track record of	4) Deep knowledge of			
(VERB) (NOUN) across		(NOUN)		
(VERB) (NOUN) across	• Proven track record of			
 Open to new, but has an existing foundation (NOUN) in(NOUN) Can teach to 				(NOUN)
 Open to new, but has an existing foundation (NOUN) in(NOUN) Can teach to 	across			
(NOUN) in(NOUN) • Can teach to				
in	• Open to new		,1	out has an existing foundation
(NOUN) • Can teach to	(NOUN)			
(NOUN) • Can teach to	in			
	• Can teach		to	
at skill levels	at	skill levels	5	
(ADJECTIVE)	(ADJECTIVE)			