### Sample Interview Evaluation Form

#### Intelligence
In terms of academic achievement, verbal expression, perception, analytic/conceptual ability, and judgment, how would you rate the candidate’s ability?

- [ ] Excellent
- [ ] Good
- [ ] Fair
- [ ] Poor

**Comments:**

#### Intensity
In terms of motivation, drive to achieve, drive to influence and ownership mentality, how would you rate the candidate’s ability?

- [ ] Excellent
- [ ] Good
- [ ] Fair
- [ ] Poor

**Comments:**

#### Commitment
In terms of career focus, client/service orientation, passion for the practice of law, work ethic, interest in the employer and city, how would you rate the candidate?

- [ ] Very committed
- [ ] Committed
- [ ] Somewhat committed
- [ ] Not committed

**Comments:**

#### Teamwork
How would you rate the candidate’s ability to work with a team, including his/her interpersonal skill?

- [ ] Excellent
- [ ] Good
- [ ] Fair
- [ ] Poor

**Comments:**
Leadership
In terms of confidence, integrity, leadership and multi-tasking, how would you rate the candidate?

☐ Excellent ☐ Good ☐ Fair ☐ Poor

Comments:

Ownership
Please describe the interviewee’s willingness and ability to take ownership of projects and his/her career path. Items to note:

- Evidence of work experience:     Yes  No  N/A
- Experience leading projects:     Yes  No  N/A
- Can describe initiating and following through on a project:  Yes  No  N/A
- Overcame obstacles to succeed:   Yes  No  N/A
- Enthusiastic/engaged when discussing roles he/she played:  Yes  No  N/A
- Shows evidence of motivation to succeed (ambition, drive, goals):  Yes  No  N/A

Professional Excellence
Please describe the interviewee’s ability to commit the time and effort necessary to developing skills and abilities consistent with our expectations. Items to note:

- Stellar academic performance:     Yes  No  N/A
- Sought hands-on experience:       Yes  No  N/A
- Ability to discuss practice interest(s) and reasoning:  Yes  No  N/A
- Demonstrated intellectual curiosity:  Yes  No  N/A

Service & Teamwork
Please describe the interviewee’s interest in and potential for contributing to the profession, community and culture. Items to note:

- Experience as a member of a team:     Yes  No  N/A
- Experience leading a team:            Yes  No  N/A
- Evidence of service-related work/volunteering:  Yes  No  N/A
- Uses the word ‘we’ more than ‘I’ when discussing team projects:  Yes  No  N/A

Business Acumen & Client Development
Please describe the interviewee’s understanding of our business model and the need for lawyers to serve both internal and external clients. Items to note:

- Shows understanding of law as a business:     Yes  No  N/A
- Ability to build positive relationships:       Yes  No  N/A
- Sells self naturally, effectively:             Yes  No  N/A