**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:

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**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:

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**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:

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**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