Park Industries®
Precision. Performance. Peace of Mind.

Panel Interview

Candidate Name:_____ **Position:** _____

Date of Interview: _____ **Interviewer(s):** _____

1. After participating in the previous interview, what interests you most about working at Park Industries?

2. What factors are important to you when selecting your next position?

3. What is the next logical move in your career? Where do you see yourself in 3 years? In 5 years?

4. What motivates you personally and professionally?

5. What tools, systems, or techniques do you use to keep yourself organized?

    How do you manage multiple priorities?

6. What is the greatest strength/weakness you will bring to this position?

7. Tell me about the most difficult internal/external customer or individual you have had to deal with? How did you approach the situation? What were you thinking as you decided on your approach? What was the outcome?

8. Please describe a situation in which you learned something complex in a short period of time when you did not have all the information available to you. How did you approach learning? How successful were the outcomes?

9. Describe one of the more difficult problems you have encountered on the job during the past 1 – 2 years. Why was it so difficult? How did you approach it? What was the outcome?
10. How would your colleagues describe you?
11. Are there any concerns you would have about this position or accepting the position?
12. On a scale of 1 – 10 (1 = low, 10 = high), how interested are you in this position?
13. Do you have any additional questions for me?

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Candidate Evaluation Form

Job Title	
Name of Candidate	

Fill in essential qualifications required for the job. Rate the candidate on the qualifications (i.e. education/equivalency, experience/training, technical and behavioral competencies, such as communication, customer service, leadership, resourcefulness, etc.) covered in the interview using the following evaluation

Comment [KH1]: This portion needs to reflect the behaviors we are covering earlier. The examples listed don't match what you have included as key behaviors. We also discussed updating this form under technical and matching up the interview form format align with the rating form.

Candidate Qualifications	Evaluation of Qualifications			Comments
	Exceeds	**Meets**	**Below**	
Experience	❑	❑	❑	
Education/Training	❑	❑	❑	
Good Attendance	❑	❑	❑	
Skill Based Fit	❑	❑	❑	
Cultural Fit	❑	❑	❑	
	❑	❑	❑	
Behavioral Questions				
(insert behavior prior to interview)	❑	❑	❑	
(insert behavior prior to interview)	❑	❑	❑	
(insert behavior prior to interview)	❑	❑	❑	
(insert behavior prior to interview)	❑	❑	❑	
Other job related factors taken into consideration				
	❑	❑	❑	
	❑	❑	❑	
	❑	❑	❑	
	❑	❑	❑	

Overall Comments/Summary of Strengths and Weaknesses (can indicate training needs)

Overall Evaluation:　　　　Exceeds ❑　　　　Meets ❑　　　　Below ❑

Recommendation:　　_____　Hire

(check one)　　　　　　_____　Pass on to next selection step

　　　　　　　　　　　_____　Do not hire

Date: _____　Interviewer: _____