Grading system

4 = Excellent (lies above the job requirements)
3 = Good (meets the job requirements)
2 = Weak (lies below the job requirements)
1 = Unacceptable (lies far below the job requirements)

<table>
<thead>
<tr>
<th>ASSESSED SKILLS (Job Requirements)</th>
<th>Candidate 1</th>
<th>Candidate 2</th>
<th>Candidate 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Personal skills</strong></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Self-confidence</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>Decision-making / Judgment</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
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<tr>
<td>Sense of initiative</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
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<tr>
<td>Motivation at work</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
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<tr>
<td><strong>Relational skills</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Communication skills</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
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<tr>
<td>Ability to build up and lead teams</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
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<tr>
<td>Development of others</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
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<tr>
<td>Active listening</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
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<tr>
<td><strong>Professionalism</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Passion for clients</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
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<tr>
<td>Planning / Organization</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
<tr>
<td>Job-related knowledge / skills</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
<td>1 2 3 4</td>
</tr>
</tbody>
</table>

Assessor 1 | Assessor 2 | Assessor 3 | Assessor 4
---|---|---|---
Job Title | | | |
Signature | | | |

Location and date: .................................................................
Name and signature of the assessor: ...........................................