

Korn Ferry Interview Architect™ Learning Agility Evaluation

Candidate: _____	Competency: _____
Interviewer: _____	Question #: _____
Position: _____	Date of interview: _____

Use this summary evaluation to assess overall learning orientation at the conclusion of the competency-based interview. Consider all of the candidate’s responses to all questions when completing the summary. Items on the right side of the page describe characteristics of more agile learners. Items on the left side of the page are more descriptive of passive, random, or non-learners. (Check all that you are hearing.)

Passive/Non-learners	Active/Agile learners
Takes the path of least resistance <input type="checkbox"/>	<input type="checkbox"/> Likes challenges
Closed / internal processor <input type="checkbox"/>	<input type="checkbox"/> Open to ideas of others
General <input type="checkbox"/>	<input type="checkbox"/> Specific / detailed
Narrow in interests / sources <input type="checkbox"/>	<input type="checkbox"/> Many interests / sources
Avoids risks; waits; prefers staying the same <input type="checkbox"/>	<input type="checkbox"/> Accepts personal risks; takes the lead in first-time situations
Cautious <input type="checkbox"/>	<input type="checkbox"/> Energetic; experimental; high drive
Closed; low interest in feedback <input type="checkbox"/>	<input type="checkbox"/> Asks for feedback; seeks improvement
Focus on “what” answers and solutions <input type="checkbox"/>	<input type="checkbox"/> Focus on “why” and “how”; new approaches
Planful; follows steps and process <input type="checkbox"/>	<input type="checkbox"/> Resourceful; gets it done somehow
Lives in the present <input type="checkbox"/>	<input type="checkbox"/> Comfortable projecting into the future
Doesn’t spot underlying patterns <input type="checkbox"/>	<input type="checkbox"/> Detects essence
Can’t explain ideas / concepts well <input type="checkbox"/>	<input type="checkbox"/> Makes the complex understandable
Likes his / her personal solutions <input type="checkbox"/>	<input type="checkbox"/> Helps others think things through

Learning agility rating: <i>Where would you rate this person’s overall learning agility?</i>				
<input type="checkbox"/> 1 Mostly passive/ non-learner	<input type="checkbox"/> 2 More passive/ non-learner	<input type="checkbox"/> 3 Mixed	<input type="checkbox"/> 4 More agile learner	<input type="checkbox"/> 5 Mostly agile learner

Comments _____
