

Korn Ferry Interview Architect™ Interview Notes

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

Main points/situation:

Structured probes:

Actions: *How did you approach it? How did you do it? (Listen for specific action steps.)*

Thinking: *Why did you choose to do it that way? (Listen for rationale and consideration of alternatives.)*

Outcome: *What was the result? What was the impact?*

Learnings: *What did you take away from this? What is the relevance? (Listen for principles or patterns.)*

Application: *Describe a time when you used those lessons in a different situation.*

Reference Korn Ferry Interview Architect™

Positive themes observed: 1 2 3 4 5

Negative themes observed: 1 2 3 4 5

Overall competency rating: *Where would you rate this person on this competency?*

<input type="checkbox"/> Clearly misses requirements	<input type="checkbox"/> Less than requirements	<input type="checkbox"/> Meets requirements	<input type="checkbox"/> Exceeds requirements	<input type="checkbox"/> Far exceeds requirements	<input type="checkbox"/> Overuses
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