

Eight-Dimension Success Matrix™

Date	Candidate	Position
Dimensions	0 Less Than Required	1 Meets Requirements
Work History and Education	Relevant, success-based experience and education fall short in critical areas.	Background and years of experience consistent with needs of position. Work history and education are adequate.
High Initiative and Self-Motivation	Lacks initiative and self-motivation. Not Proactive. Waits to be told what to do.	Adequate. Some good examples of taking initiative and being proactive. Examples are aligned in areas of the SFS.
Flawless Execution	Misses goals and objectives. Budgets are not hit. Deadlines are frequently extended.	Can achieve execution necessary for minimum success in the position. Solid examples of executing difficult projects.
Leadership of Teams	Poor to inadequate levels of team leadership. No comprehension how to leverage team.	Size and scope of teams managed meet the needs of the position. Solid ability to leverage results through different types of teams.
Similar Success (SFS)	Few of the critical Success Factors will be met.	Has met similar expectations in the past, or understands precisely what needs to be done.
Adaptability	Does not understand differences in resources, constraints; no evidence of adaptability.	Asked good questions, understands critical differences, evidence of adaptability in past.
Personality and Style	Unbridgeable mismatch between candidate and culture or manager. Highly unlikely to ever be able to work constructively given mismatch.	Appropriate fit; personality and style in alignment. No major behavioral problems or issues observed.
Cultural and Team Fit	Unbridgeable gap between past company culture / work style and hiring company's team culture. Gap is too large to risk.	Past cultures and environments similar. Should work well with others in the organization.

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Interviewer	Comments				
2 Exceeds Requirements	3 Greatly Exceeds Requirements	Score			
Background and years are consistent with position. Additional experience and/or education might be valuable.	Background and years exceed the requirements of position. Good for fast-track or additional responsibility. Broad experience in a variety of companies/roles.	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
Frequently will go beyond the call of duty. High initiative and very strong self-motivation. Proactively exceeds requirements of the job.	Initiative and self-motivation are apparent in all positions. Consistently takes the lead and will go until results are met. May have to hold back.	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
Always hits and occasionally exceeds execution expectations. Well regarded for ability to consistently deliver flawlessly. Recognized for contributions.	Frequently exceeds expectations for execution. Usually considered the "go-to" person when something must absolutely be executed flawlessly. Wins Awards.	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
Great team leadership. Always accomplishes results with teams. Track record of leading cross-functional teams.	Exceeds requirements. Frequently gets the tough team projects. Strong recognition for exceptional team leadership. Outstanding motivator.	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
Track record of hitting and sometimes exceeding similar Success Factors.	Consistently exceeds expectations. Exceeds almost all of the Success Factors.	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
Excellent, demonstrated ability to adapt to new situations. Clearly understands key differences from prior environments and culture.	Can easily adapt and will likely change the environment. Proven "change agent" recognized for ability to change culture around them.	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
Fits in well with everyone. Well-liked. Could easily work with managers, subordinates. Strong communicator.	Extraordinary communicator and relationship-builder. Very comfortable and likeable. Borders on charismatic, inspirational.	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
Well liked by hiring team; Good fit on values and cultural match. Highly comparable prior cultures and teams.	Fits culture and environment like a glove. Extremely strong prior similar culture and teams. Will fit in from day one.	0 <input type="radio"/>	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>