Peer Interview Matrix

St David's | South Austin Hospital

Candidate _____ **Position** _____

Interviewer _____ **Date** _____

WEIGHTS	1: Preferred, but not necessary		2: Moderately necessary		3: Essential/Critical
SCORING	**1: Much less than acceptable –** significantly below criteria for successful job performance	**2: Less than acceptable –** generally does not meet criteria for successful job performance	**3: Acceptable**[1] – meets criteria for successful job performance	**4: More than acceptable –** exceeds criteria for successful job performance	**5: Much more than acceptable** – significantly exceeds criteria for successful job performance

Core Competency Question	**Competency Weight** 1-3	**Response Score** 1-5	**Total**	**Comments**		
				Event	Action	Result
1.						
2.						
3.						
4.						
5.						

[1] An Acceptable (3) rating is your target. This rating is standard for successful job performance; it is not average. A candidate with an "acceptable" rating in every competence predicts effective performance in the target job.

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Core Competency Question	**Competency Weight** 1-3	**Response Score** 1-5	**Total**	**Comments**		
				Event	Action	Result
6.						
7.						
8.						
What values would you bring to us?						
Do you have any questions for us?						

Average Total Score: **Recommend to Hire?** circle one **Yes** **No**

Areas for further review by Peer Interview Team or Hiring Manager: