**SMARTtools for Leaders™**

**Screening Interview for the role:** (insert title of role)

**Candidate: Interviewer:**

**Date: Recommendation:** Proceed/Reject

**Rating and Comments (A,B,C):**

1. **What are your career goals?**
2. **What are you really good at professionally? Please give me some examples.**
3. **What are you not good at or not interested in? Please give me some examples.**
4. **Who were your last 5 bosses, and how will they each rate your performance when we talk with them (1 is low, 10 is high)? Why?**

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