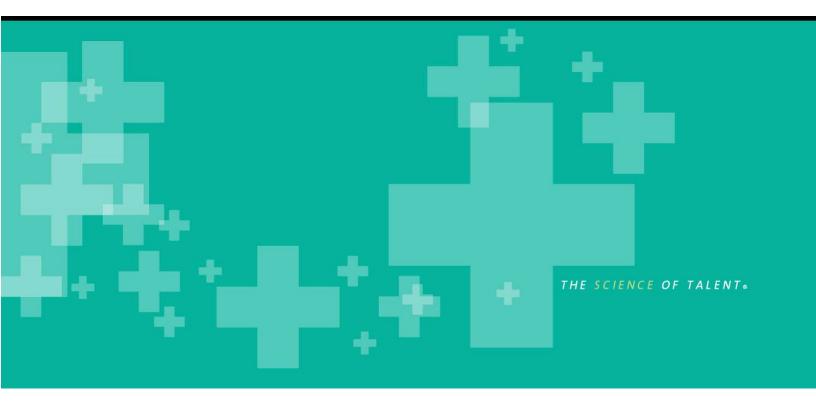
Talent+ Observational Screener



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The Observational Screener has been developed to assess a staff member's behavior prior to a progression discussion. This screener should be completed by the manager.

Preparation Checklist:

- 1. Review candidate's past jobs/experience/performance that are most relevant.
- 2. Review and understand theme definitions of the Talent Plus Quality Selection Process® for managers.
- 3. Review Talent Intensity Index®.

Outline for Opening an Interview:

Greet the applicant, giving the name you prefer to be called and your position. Find out what name the applicant prefers to be called, and use that name frequently throughout the interview. Remember, first impressions are lasting impressions.

Process:

- Complete the Observational Screener. These questions are not to be asked of the employee.
- 2. Determine if successful behaviors have been observed.
- 3. Identify and evaluate progress since last review.
- 4. Use this information to identify growth opportunities for a Coaching Investment Guide (CIG) discussion.
- **5.** If the observed behavior indicates talent, consider scheduling the appropriate Talent Plus interview.

Employee's Name:	
Observer's Name:	
Date:	

Observational Screener

The purpose of the observational screener is to aid you in focusing on the presence or absence of progress. Check "yes" only if a concrete example can be identified.

Business Results	
Have they recruited a talented person into the company?* Who?*	□ Yes
Are they willing to work overtime as needed?* Examples.*	□ Yes
Are they a self-starter/initiator?* Examples.*	□ Yes
Are they actively involved and committed to the continuous improvement and organization of the work environment?* Examples.*	□ Yes

Engaging Work Environment	
Have they actively participated on a committee or planned a social or department event this past year?* Example.*	□Yes
Have they stimulated enthusiasm in others within the last two weeks?* Examples.*	□Yes
Do they talk to others about the company's mission and "why" we are in the business?* Examples.*	□Yes
Do they focus on productivity when discussing another person?* Examples.*	□Yes
Are they positive when others with whom they work are negative?* Examples.*	□Yes
Do they promote a positive work environment and are they positive to the feelings of co-workers?* Examples.*	□Yes

Leadership	
Can they motivate others to follow their direction and leadership?* Examples.*	□Yes
Do they demonstrate the company standards of core values?* Examples.*	□Yes
Are they competitive and want to be the best?* Examples.*	□Yes
Have they expressed an interest to move up in the company?* Examples.*	□Yes
Do they perform well under pressure?* Examples.*	□Yes

Organizational Learner	
Do they share information with others rather than keeping information/tasks to themselves?* Examples.*	□Yes
Do they enjoy teaching others to refine their skills?* Examples.*	□Yes
Do they apply what they have learned to new situations?* Examples.*	□Yes
Do they seek creative solutions to problems?* Examples.* Could they find a new solution when old ideas have not worked?*	□ Yes
Have they sought out learning opportunities to better themselves?* Examples.*	□Yes

Trusting Relationships	
Do other employees regularly come to them for advice?* Example.*	□Yes
Have they given positive feedback to another employee or manager within the last two weeks?* Examples.*	□Yes
Do they communicate effectively upward as well as down?* Examples.*	□Yes
Have they resisted opportunities to tell confidential information?* Examples.*	□Yes
Do they have the warmth and charisma to win over patients/customers?* Examples.*	□ Yes
Do they display behavior of genuine care and comfort to customers?* Examples.*	□Yes

Observational Screener

Give an example of the best decision they have made.*
Notes: