



4. STRUCTURED INTERVIEWER'S REPORT

Date: _____

Synod: _____

Candidate: _____

Church occupation preference: _____

Interviewer: _____

INTERVIEWER'S REPORT

In order to provide the Candidacy Committee with a reliable and consistent base of information about the candidate, comment on the candidate's background and personal qualities. Take into consideration the elements listed in the right-hand column of each section. Then choose a rating for each section, based on the evidence you have cited. Finally, at the bottom of page 3, make one overall rating of the candidate. (An average candidate rates 3.)

INITIAL IMPRESSION

Unfavourable 1 2 3 4 5 *Favourable*

Appearance
Manner
Self-expression
Responsiveness

WORK EXPERIENCE

Unfavourable 1 2 3 4 5 *Favourable*

Relevance of work
Sufficiency of work
Skill and competence
Adaptability
Productivity
Initiative
Follow-through
Interpersonal relations
Leadership
Growth and development in future work

EDUCATION

Unfavourable 1 2 3 4 5 *Favourable*

Relevance of schooling
Sufficiency of schooling
Intellectual ability and growth
Versatility
Breadth and depth of knowledge
Self-discipline
Motivation, interests
Reaction to authority
Leadership
Teamwork
Open-minded

EARLY YEARS/PRESENT FAMILY SITUATION

Unfavourable 1 2 3 4 5 *Favourable*

Parental examples
Attitudes toward
achievement, work
and people
Emotional and social
adjustment
Support network
Financial resources

PRESENT ACTIVITIES AND INTERESTS

Unfavourable 1 2 3 4 5 *Favourable*

Vitality
Management of time,
energy and money
Maturity and judgment
Diversity of interests
Social skills
Evidence of concern
for others
Leadership
Situational factors

RELIGIOUS DEVELOPMENT

Unfavourable 1 2 3 4 5 *Favourable*

Early church contacts
Parents' attitudes
Reasons for considering a
church occupation
Alternate plans other than
a church occupation
Articulation of faith
statement
Desire to represent
Lutheran Church and
be represented by it
Faith reflection in lifestyle

SUMMARY OF STRENGTHS

Talents and skills
Knowledge
Energy
Motivation
Interests
Personal qualities
Social effectiveness
Character
Situational factors
Self image

SUMMARY OF WEAKNESSES

OVERALL SUMMARY AND RECOMMENDATIONS (Write three paragraphs.)

1. Most favourable career factors

2. Least favourable career factors

3. Recommendation(s) to the committee regarding registration

OVERALL RATING

Unfavourable 1 2 3 4 5 *Favourable*

(Rating of 3 is average candidate)