

Accept / Reject against criteria

Purpose:

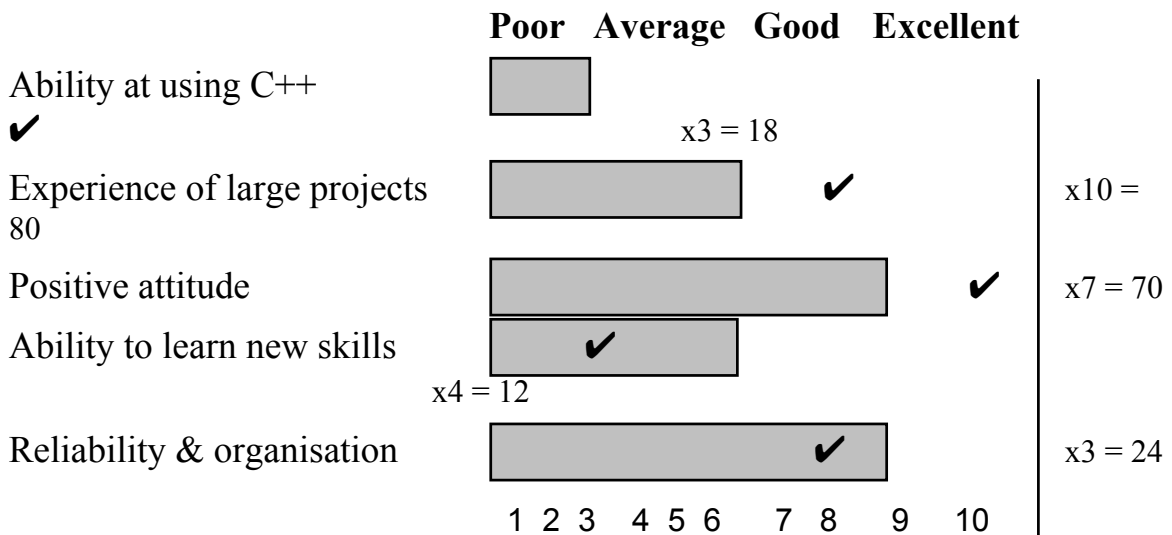
- ✓ Fairness
- ✓ Evidence
- ✗ "I liked her so I gave her a job"
- ✗ "I didn't like him so I rejected him"
- ✗ "She wasn't our usual type of person so I rejected her"

Method 1

- Able to use C++ (a little or more)
- Experience of large projects (some)
- Attitude (excellent or good)
- Ability to learn new skills
- Reliability & organisation (excellent)

*Only accept if they have a tick in all of the boxes
 A variation could be: they must have 4 or 5 ticks
 Use for sifting CVs if not for the interview itself*

Method 2



*Reject if any ratings fall into the shaded areas
 Good for discussing views with another interviewer
 Could use for first interviews only
 Could get interviewer(s) to put ticks in,
 and add the acceptability profile later*



Method 3

Weighted scores for each criterion: total must exceed a given point e.g. 176