Assessment of candidates

Use this matrix to identify the methods you will use to assess candidates against the job requirements. Fill in the first column with the selection criteria for the role and then design the assessment process to test and retest these criteria in different ways.

| Assessment criteria | Application questions | Screening activity  *For example: video interview or psychometric test* | Job-based test  *For example: simulation activity* | Structured interview | Reference checks |
| --- | --- | --- | --- | --- | --- |
| 1. *Role specific criteria 1* | 🗙 |  | 🗙 | 🗙 | 🗙 |
| 2. *Role specific criteria 2* |  |  |  |  |  |
| 3. Lead collectively   * *Insert expected behaviour descriptor(s)* |  |  |  |  |  |
| 4. Think through complexity   * *Insert expected behaviour descriptor(s)* |  |  |  |  |  |
| 5. Dynamically sense the environment   * *Insert expected behaviour descriptor(s)* |  |  |  |  |  |
| 6. Deliver on high leverage areas   * *Insert expected behaviour descriptor(s)* |  |  |  |  |  |
| 7. Build capability   * *Insert expected behaviour descriptor(s)* |  |  |  |  |  |
| 8. Embody the spirit of public service   * *Insert expected behaviour descriptor(s)* |  |  |  |  |  |
| 9. Lead adaptively   * *Insert expected behaviour descriptor(s)* |  |  |  |  |  |