

Candidate Evaluation Form

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|----------------------|---------------------------------|----------------------|--|
| Candidate Name | | Interviewer | |
| Position Title | <i>Chief Operations Officer</i> | Interview Date | |
| Desired Salary | | Interview Start Time | |
| Available Start Date | | Interview End Time | |

| Rating Scale Responses | Interviewer Recommendation |
|---|---|
| <ol style="list-style-type: none"> 1. No answer 2. Does not meet expectations 3. Meets expectations 4. Exceeds expectations 5. Outstanding <p>Total Score: _____</p> | <p> <input type="checkbox"/> Hire <input type="checkbox"/> Needs additional interview <input type="checkbox"/> Possible fit for different position <input type="checkbox"/> Do not hire but keep on file <input type="checkbox"/> Do not hire </p> <p>Comments:</p> |

| Questions | Rating | Notes |
|---|--------|-------|
| How have your past experiences prepared you to be the COO of this facility? | | |
| Describe the steps you would take, within your first 30 days, to familiarize yourself with our facility's operations and patient care priorities. | | |

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|---|--|--|
| <p>A management leader notifies you that staff turnover rates in several departments have been high, affecting costs and care quality. If you were the COO, what would you do? Why?</p> | | |
| <p>Describe a time that you disagreed with another member of a healthcare leadership team and how you handled the situation.</p> | | |
| <p>As COO, what strategies would you use to balance patient care priorities with profit goals?</p> | | |
| <p>From your previous roles, can you give an example of a time you implemented a strategy that improved care delivery?</p> | | |
| <p>How would your approach to the COO position does your approach to leadership align with our facility's mission and values?</p> | | |
| <p>Additional Questions:</p> | | |