

Candidate Evaluation Form

Candidate Name		Interviewer	
Position Title	<i>Healthcare Chief Operating 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?		
In your first 30 days, describe what steps you would take to familiarize yourself with our facility's operations and patient care priorities.		

<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 and why?</p>		
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<p>Questions</p>	<p>Rating</p>	<p>Notes</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 does your approach to leadership align with our facility's mission and values?</p>		
<p>Additional Questions:</p>		

