


The Advisor

Use this scoring key to see if candidates are a good team match.

Your team needs the Advisor

Interview Question	Very Poor (1)	Poor (2)	Acceptable (3)	Good (4)	Very Good (5)
1. Can you provide an example of a situation where you effectively gathered information, shared knowledge, and provided advice to support decision-making or problem-solving? How did you approach gathering information, and how did you communicate it to others? How did your advice contribute to positive outcomes or improvements?	<ul style="list-style-type: none"> Incomplete example of gathering information, sharing knowledge, providing advice. Unclear approach to information gathering and communication. No mention of contribution to positive outcomes. Response lacks depth and understanding. 	<ul style="list-style-type: none"> Partially clear example, lacking details. Brief explanation of information gathering, communication methods. Limited mention of contribution without clear evidence. Response needs conciseness and evidence of positive outcomes. 	<ul style="list-style-type: none"> Clear example of effective information gathering, knowledge sharing, advice provision. Structured approach to gathering, communicating information. Mention of positive outcomes, but lacking in-depth analysis. Response demonstrates satisfactory understanding, effective communication. 	<ul style="list-style-type: none"> Detailed example of effective information gathering, knowledge sharing, advice provision. Structured process for gathering, communicating information. Evidence of positive outcomes, with in-depth analysis. Response shows strong understanding, effective communication. 	<ul style="list-style-type: none"> Exceptional example of effective information gathering, knowledge sharing, advice provision. Sophisticated approach to gathering, communicating information. Clear evidence of significant positive outcomes, with in-depth analysis. Response showcases strong understanding of situation.
2. Describe a time when you acted as a consultant or mentor to guide and support others in their professional development or in overcoming challenges. How did you approach providing guidance, and what strategies or techniques did you use to facilitate their growth? What were the results of your mentoring or consulting efforts in terms of the individual's development or success?	<ul style="list-style-type: none"> Incomplete example of acting as a consultant or mentor. Unclear on approach to providing guidance and facilitating growth. No mention of results in terms of individual development or success. Response lacks depth and understanding. 	<ul style="list-style-type: none"> Partially clear example, lacking details. Brief explanation of providing guidance and growth facilitation. Limited mention of results without clear evidence. Response needs conciseness and evidence of impact. 	<ul style="list-style-type: none"> Clear example of acting as a consultant or mentor. Structured approach to providing guidance and facilitating growth. Mention of results in terms of individual development, but lacking in-depth analysis. Response demonstrates satisfactory understanding and effective communication. 	<ul style="list-style-type: none"> Detailed and compelling example of acting as a consultant or mentor, providing guidance and facilitating growth. Evidence of positive results in terms of individual development, with some analysis. Response showcases a strong understanding and effective communication of strategies used. 	<ul style="list-style-type: none"> Exceptional example of acting as a consultant or mentor, providing significant individual success. Clear evidence of positive results in terms of individual development, with in-depth analysis. Response showcases strong understanding of situation and effective communication.
3. In today's fast-paced and dynamic work environment, it's important to be open to change and flexible. Can you share an example of a situation where you demonstrated openness to change and adaptability? How did you handle unexpected or changing circumstances? How did your flexibility contribute to achieving desired outcomes or resolving challenges?	<ul style="list-style-type: none"> Incomplete example of openness to change and adaptability. Unclear on handling unexpected circumstances. No mention of impact on desired outcomes or resolving challenges. Response lacks depth and understanding. 	<ul style="list-style-type: none"> Partially clear example, lacking details. Brief explanation of openness to change and adaptability. Limited mention of handling unexpected circumstances without evidence. Response needs conciseness and evidence of impact. 	<ul style="list-style-type: none"> Clear example of openness to change and adaptability. Structured approach to handling unexpected circumstances. Mention of impact on desired outcomes or resolving challenges, but lacking in-depth analysis. Response demonstrates satisfactory understanding and communication. 	<ul style="list-style-type: none"> Detailed example of openness to change and adaptability. Structured process for handling unexpected circumstances. Evidence of impact on desired outcomes or resolving challenges, with some analysis. Response showcases strong understanding and communication. 	<ul style="list-style-type: none"> Exceptional example of openness to change and adaptability, handling significant challenges, with clear evidence of positive outcomes. Response demonstrates strong understanding and communication.



Your team needs the **Advisor**

How to objectively score and rank candidates

Equipped with your team's ideal candidate profile and interview questions, the next step is to score your candidates.

Use the table to score how well candidates respond to the interview questions provided in your ideal candidate profile.

Each candidate profile has a unique scoring key.

If you would like to assess the team again, or another one, you can hit the link below.

Use this tool to build higher-performing teams

[Click here to start again](#)

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2. Describe a time when you acted as a consultant or mentor to guide and support others in their professional development or in overcoming challenges. How did you approach providing guidance, and what strategies or techniques did you use to facilitate their growth? What were the results of your mentoring or consulting efforts in terms of the individual's development or success?	<ul style="list-style-type: none"> Incomplete example of acting as a consultant or mentor. Unclear on approach to providing guidance and facilitating growth. No mention of results in terms of individual development or success. Response lacks depth and understanding. 	<ul style="list-style-type: none"> Partially clear example, lacking details. Brief explanation of providing guidance and growth facilitation. Limited mention of results without clear evidence. Response needs conciseness and evidence of impact. 	<ul style="list-style-type: none"> Clear example of acting as a consultant or mentor. Structured approach to providing guidance and facilitating growth. Mention of results in terms of individual development, but lacking in-depth analysis. Response demonstrates satisfactory understanding and effective communication. 	<ul style="list-style-type: none"> Detailed and compelling example of acting as a consultant or mentor. Highly structured process for providing guidance and facilitating growth. Evidence of positive results in terms of individual development, with some analysis. Response showcases a strong understanding and effective communication of strategies used. 	<ul style="list-style-type: none"> Exceptional and engaging example of acting as a consultant or mentor. Sophisticated approach to providing guidance and facilitating growth. Clear evidence of significant results in terms of individual development and success, with in-depth analysis. Response showcases outstanding understanding and precise communication of complex ideas.
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This scoring key provides a method to evaluate a candidate's experience and potential to perform the types of work your team needs most.





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What now?

You can now identify, assess, and rank the right candidates for what your team truly needs. [Hire for higher performance!](#)

About the Author

Rudy Crous, CEO and Co-Founder, Compono.

As a Corporate Psychologist, Rudy has guided businesses on how to improve their company culture, competence and behaviours to help them excel in their mission and objectives. Passionate about people and intrigued by their relationship with work, Rudy saw a disconnect between the work cycle and human resources.

Traditional recruitment and internal development approaches weren't working, with both companies and individuals frustrated with the hiring process and people's expectations of career development. This led to Compono being born. Utilising technology to bring the best practice approaches, science and academia into the world of work.



Know who you are.
Get who you need.
Hiring for culture made easy.

Learn more at compono.com

