


The Helper

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

Your team needs the Helper

Interview Question	Very Poor (1)	Poor (2)	Acceptable (3)	Good (4)	Very Good (5)
1. Can you provide an example of a time when you successfully promoted team collaboration and sharing within a project or team? How did you encourage open communication, foster a collaborative environment, and facilitate knowledge sharing? What were the outcomes in terms of improved teamwork and project success?	<ul style="list-style-type: none"> Incomplete example of promoting team collaboration and sharing. Unclear on encouraging open communication and fostering a collaborative environment. No mention of outcomes in terms of improved teamwork and project success. Response lacks depth and understanding. 	<ul style="list-style-type: none"> Partially clear example, lacking details. Brief explanation of encouraging open communication and fostering collaboration. Limited mention of outcomes. Without clear evidence of improved teamwork and project success. Response needs conciseness and evidence of positive outcomes. 	<ul style="list-style-type: none"> Clear example of successfully promoting team collaboration and sharing. Structured approach to encouraging open communication and fostering a collaborative environment. Mention of outcomes in terms of improved teamwork, but lacking in-depth analysis of project success. Response demonstrates a satisfactory understanding and effective communication. 	<ul style="list-style-type: none"> Detailed and compelling example of promoting team collaboration and sharing. Highly structured process for encouraging open communication and fostering a collaborative environment. Evidence of improved teamwork and project success. Response shows a strong understanding of effective communication and complex ideas. 	<ul style="list-style-type: none"> Exceptional and engaging example of successfully promoting team collaboration and sharing. Sophisticated approach to encouraging open communication and fostering a collaborative environment. Clear evidence of improved teamwork and significant project success. Response demonstrates a strong understanding of effective communication and complex ideas.
2. Tell me about a situation where you supported and provided guidance to team members to help them achieve their goals or overcome challenges. How did you offer assistance, mentorship, or resources to support their growth and development? What impact did your support have on their performance and overall team dynamics?	<ul style="list-style-type: none"> Incomplete example of supporting and providing guidance to team members. Unclear on offering assistance, mentorship, or resources. No mention of impact on performance or team dynamics. Response lacks depth and understanding. 	<ul style="list-style-type: none"> Partially clear example, lacking details. Brief explanation of offering assistance, mentorship, or resources. Limited mention of impact on performance or team dynamics. Response needs conciseness and evidence of positive impact. 	<ul style="list-style-type: none"> Clear example of supporting and providing guidance to team members. Structured approach to offering assistance, mentorship, or resources. Mention of impact on performance or team dynamics, but lacking in-depth analysis. Response demonstrates a satisfactory understanding and effective communication. 	<ul style="list-style-type: none"> Detailed and compelling example of supporting and providing guidance. Highly structured process for offering assistance, mentorship, or resources. Evidence of positive impact on performance and team dynamics, with some analysis. Response showcases a strong understanding and effective communication of complex ideas. 	<ul style="list-style-type: none"> Exceptional and engaging example of supporting and providing guidance to team members. Sophisticated approach to offering assistance, mentorship, or resources. Clear evidence of improved performance and team dynamics. Response demonstrates a strong understanding of effective communication and complex ideas.
3. Describe a time when you actively participated in defining and implementing team and company values. How did you contribute to shaping the values and ensuring their alignment with the organisation's mission and vision? How did you promote these values within your team and across the company? What impact did it have on the work culture and employee engagement?	<ul style="list-style-type: none"> Incomplete example of defining and implementing values. Unclear on contribution and alignment with mission. No mention of promoting values or impact on work culture. Response lacks depth and understanding. 	<ul style="list-style-type: none"> Partially clear example, lacking details. Brief explanation of shaping values and alignment. Limited mention of promoting values without evidence. Response needs conciseness and evidence of impact. 	<ul style="list-style-type: none"> Clear example of defining and implementing values. Structured approach to shaping and aligning values. Mention of promoting values, but lacking in-depth analysis of impact. Response demonstrates satisfactory understanding and communication. 	<ul style="list-style-type: none"> Detailed and compelling example of defining and implementing values. Highly structured process for shaping and aligning values. Evidence of promoting values with analysis of impact. Response showcases strong understanding and communication. 	<ul style="list-style-type: none"> Exceptional and engaging example of defining and implementing values. Sophisticated approach to shaping and aligning values. Clear evidence of promoting values and significant impact on work culture and employee engagement. Response demonstrates a strong understanding and communication.



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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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<p>2. Tell me about a situation where you supported and provided guidance to team members to help them achieve their goals or overcome challenges. How did you offer assistance, mentorship, or resources to support their growth and development? What impact did your support have on their performance and overall team dynamics?</p>	<ul style="list-style-type: none"> Incomplete example of supporting and providing guidance to team members. Unclear on offering assistance, mentorship, or resources. No mention of impact on performance or team dynamics. Response lacks depth and understanding. 	<ul style="list-style-type: none"> Partially clear example, lacking details. Brief explanation of offering assistance, mentorship, or resources. Limited mention of impact without clear evidence on performance or team dynamics. Response needs conciseness and evidence of positive impact. 	<ul style="list-style-type: none"> Clear example of supporting and providing guidance to team members. Structured approach to offering assistance, mentorship, or resources. Mention of impact on performance or team dynamics, but lacking in-depth analysis. Response demonstrates a satisfactory understanding and effective communication. 	<ul style="list-style-type: none"> Detailed and compelling example of supporting and providing guidance. Highly structured process for offering assistance, mentorship, or resources. Evidence of positive impact on performance and team dynamics, with some analysis. Response showcases a strong understanding and effective communication of complex ideas. 	<ul style="list-style-type: none"> Exceptional and engaging example of supporting and providing guidance. Sophisticated approach to offering assistance, mentorship, or resources. Clear evidence of significant positive impact on performance and team dynamics, 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

