

# RHOADS CO

## CHARACTER BASED HIRING

### *Applicant Interview Form*

| NAME: LAST | FIRST | MIDDLE | SOCIAL SECURITY NUMBER |
|------------|-------|--------|------------------------|
|            |       |        |                        |

Would your previous supervisor(s) say you are consistently on time?  YES  NO

EXPLAIN: \_\_\_\_\_

Would your previous employer(s) say that your attendance was:  EXCELLENT  GOOD  FAIR  POOR

EXPLAIN: \_\_\_\_\_

\_\_\_\_\_

Would your last supervisor say that you are orderly?  YES  NO

EXPLAIN WHAT "ORDERLY" MEANS TO YOU: \_\_\_\_\_

Would those who know you best say your word can be trusted?  YES  NO

EXPLAIN: \_\_\_\_\_

What responsibilities do you or have you had that prepared you for your potential responsibilities at RHOADS CO.?

\_\_\_\_\_

\_\_\_\_\_

If you become aware of someone at work who is involved in morally or legally unjust activity, what is your responsibility to your employer? \_\_\_\_\_

What are some legitimate reasons to miss work? \_\_\_\_\_

\_\_\_\_\_

Would your previous employer(s) say you are good at following instructions?  YES  NO

EXPLAIN: \_\_\_\_\_

Would your past supervisor(s) say you get angry?  NEVER  RARELY  SOMETIMES  OFTEN

What causes you to get upset on the job? \_\_\_\_\_

\_\_\_\_\_

Why is it important to keep your work area free from unnecessary clutter? \_\_\_\_\_

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What methods do you use to remember instructions? \_\_\_\_\_

What outward signs should you watch for to insure that a customer's needs are being met? \_\_\_\_\_

What do you think you owe to your employer? \_\_\_\_\_

What does your employer owe to you? \_\_\_\_\_

Why should you evaluate your work after completing it? \_\_\_\_\_

Rate yourself on the following character qualities: **1-10 (10 being very strong, 1 being very weak)**

- |                  |                 |                   |                   |
|------------------|-----------------|-------------------|-------------------|
| ___ Contentment  | ___ Diligence   | ___ Dependability | ___ Attentiveness |
| ___ Enthusiasm   | ___ Loyalty     | ___ Meekness      | ___ Decisiveness  |
| ___ Forgiveness  | ___ Orderliness | ___ Punctuality   | ___ Patience      |
| ___ Truthfulness | ___ Obedience   | ___ Self-Control  | ___ Tolerance     |

What distinguishes personal time from company time? \_\_\_\_\_

What are your goals? \_\_\_\_\_

How will this job help you achieve your goals? \_\_\_\_\_

Any other personal input: \_\_\_\_\_

**DATE:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_