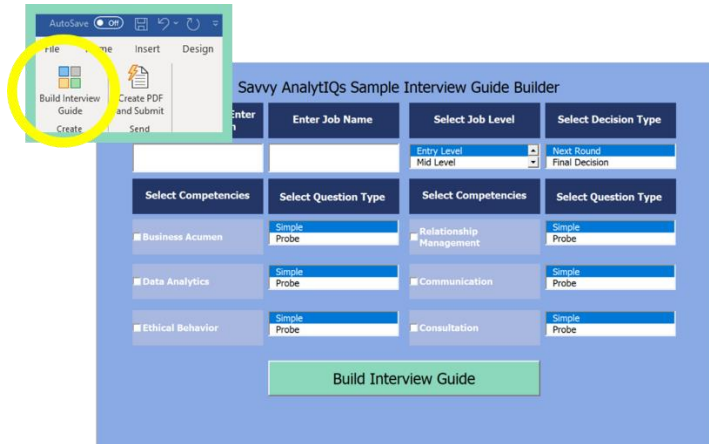


Simplify the process of creating and customizing documents

We can streamline the process of creating documents that are built on a recurring basis and/or by multiple people. This will save time, reduce errors, and ensure consistency across documents

User-friendly interface to customize the needs for your current document



Review the document and make any additional customizations

SAVVY ANALYTICS SAMPLE INTERVIEW GUIDE

Job Req: 10300 Candidate: _____

Job Title: HRBP Interviewer/Panelist: _____

Hiring Manager: _____ Date: _____

Competency	Rating
Business Acumen	
Data Analytics	
Relationship Management	
Communication	

Behavioral Based Interview Guide Instructions
Please familiarize yourself with the interview guide prior to the interview. Each of the following pages includes a competency to be measured during the interview with a question and potentially probing questions to ask. There are example behaviors that will help you determine the rating for each competency and a place for you to take notes during the interview. When the interview is completed, please complete the first page of this document with the ratings for each competency as well as a decision for next steps. If you have any questions, please email or call your HR Partner.

Decision
 Advance to next round Do not advance

SAVVY ANALYTICS SAMPLE INTERVIEW GUIDE

Business Acumen

Definition: Ability to understand how various business components and external factors interact to impact the business and apply that knowledge to help achieve business objectives

Expected Behaviors

- o Has basic knowledge of business lines and products/services
- o Develops basic knowledge of HR metrics
- o Identifies inefficiencies and provides process improvement recommendations

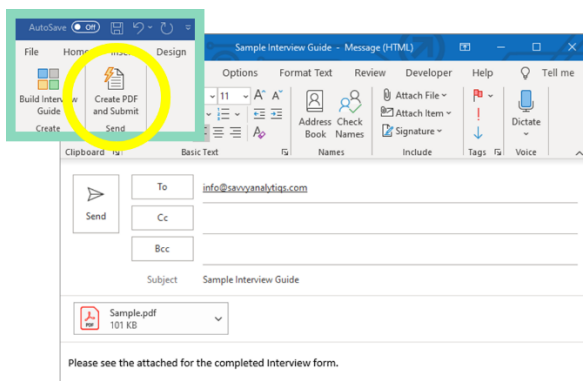
Enter question text here

o Enter probing question text here
o Enter probing question text here

Rating Scale: select appropriate rating and provide an explanation in the notes section

Not acceptable	2	Acceptable	4	Exceptional
1 <input type="checkbox"/> • Does not demonstrate competency • Response included none or very of the targeted behaviors • No good examples even with guidance	2 <input type="checkbox"/>	3 <input type="checkbox"/> • Demonstrates competency consistently • Response covered some of the targeted behaviors • Minimal guidance • Some good examples	4 <input type="checkbox"/>	5 <input type="checkbox"/> • Provides perfect response • Response contained most if not all targeted behaviors • No guidance needed • All good examples

Automatically save and share the report with others



Click [here](#) to learn more