**CANDIDATE ASSESSMENT FORM – STENA VALUES**

The competencies detailed below match our current Stena Values. Each candidate should be scored against each of the Values

**4:**  Exceeds Criterion,

**3:**  Meets Criterion,

**2:** Almost Meets Criterion,

**1:**  Criterion Not Met.

**Candidate Name:**

|  |  |  |
| --- | --- | --- |
| **Competency** | **Comments and Assessment** | **Score** |
| **Customer Satisfaction:**  The candidate is able to build new relationships easily with both internal and external customers.  The candidate can demonstrate continuous improvement in adapting to the changing needs of customers. |  |  |
| **Quality**  The candidate can demonstrate meeting objectives in time and to a good standard.  The candidate is able to take on board negative (constructive feedback) and learn from this. |  |  |
| **Committed People**  The candidate can demonstrate their competency and development needs in their role.  The candidate can show how they maintain motivate and drive in their role. |  |  |
| **Innovation**  The candidate is able to evidence using innovation when dealing with change.  The candidate is able to provide examples of using initiative in the past and how this has improved their role. |  |  |
| **Result/Business Acumen**  The candidate is able to evidence adherence to KPIs and other company targets.  The candidate is self-aware of their own success/failures and can evidence learning from this. |  |  |
| **TOTAL SCORE** | |  |