

GameChangers CHECKlist™

NAME: _____

EVALUATION QUESTIONS	Current business dynamics and performance	Future business dynamics and likely performance
CAPABLE: Do they have a proven track record of success for this role and task during both good and disruptive business environments? (* SEE MUST HAVES AND POINTS OF VIEW)		
> Proven for the role (e.g. position requirements) in good business environments?		
> Proven for the task (e.g. must haves, objectives and endgame) in good business environments?		
> Proven for the role in bad and disruptive business environments?		
> Proven for the task in bad and disruptive business environments?		
HEART: Do they have a passion and determination for what they do and what you want them to achieve? (* SEE MUST HAVES AND POINTS OF VIEW)		
> Passion and determination for what they do?		
> Passion and determination for what you want them to achieve?		
ENDGAME: How will they achieve the long-term objectives and do they know how to get you to the endgame? (* SEE MUST HAVES AND POINTS OF VIEW)		
> Achieving the long-term objectives?		
> Know how to get you to the endgame?		
CULTURE: Are they the best fit for this role and task and how will they get the job done in your culture? (* SEE SUITABILITY AND FIT)		
> Best fit for the role?		
> Best fit for the task?		
> Able to get the job done in your culture?		
KEEPER: Are they as good as or better than your top performers and with potential for more responsibility? Can your leaders/board support them to excel and retain them? (* SEE HOW BEST TO MANAGE, DEVELOP, RETAIN)		
> As good as or better than your top performers?		
> Potential for more responsibility?		
> Your support for them to excel at position and task?		
> Your support to manage, develop and retain them?		

Rating Scale

1 – failed, 2 – less than expected, 3 – meets expected objectives, 4 – better than expected, 5 – exceeds expectations
* = Please refer to this section in the Top Gun Ventures GameChangers Candidate Profile