

Competency-Based Supplemental Question Guide Directions:

1. Fill in the Position Information section with the candidate's name, job title, position number/job code, the panelist's name, and the date the evaluation of the responses took place.
2. Use the qualification rubric to uniformly evaluate the candidate's competency-based supplemental question response using the 1 – 5 scale.
3. Record each applicant's name and assign the qualification rating points for each supplemental question response from the drop-down menu on the *Supplemental Question Response Scoring Summary* page.
 - a. Calculate the *total earned points*, the *total possible qualification points*, and the *candidate average*.
 - i. To calculate the *total earned points*, add the qualification points for each question asked in this stage of the hiring process. Select the total score from the drop-down menu.
 - ii. If a question is not used, select 'N/A' from the drop-down menu.
 - iii. To calculate the *total possible qualification points*, add the possible qualification points for each question asked. Select the total possible points from the drop-down menu. (Note: The possible qualification points for each interview question is 5).
 - iv. To calculate the candidate average, divide the *total earned points* by the *total possible qualification points* and multiply by 100.
 1. EXAMPLE: $(\text{total earned points}) \div (\text{total possible qualification points}) \times 100 = \text{candidate average}$.
4. Use the *Supplemental Question: Multi-Candidate Rating* page to compile all panelists' scores for each candidate.
 - a. Fill in each candidate's name and their average score from each panelist.
 - b. Calculate the candidate's overall average score by adding each panelist's average and dividing by the total number of panelists.
 - i. EXAMPLE: $(\text{Panelist 1 average} + \text{Panelist 2 average} + \text{Panelist 3 average}) \div 3 = \text{overall average}$.

Note: While 60% or higher represents qualified candidates, scoring below 60% does not automatically eliminate a candidate from hiring consideration.

Note: SCS provides structured interview tools as a performance support resource. Be sure to adhere to your agency's HR policies and procedures regarding the hiring process.

Position Information			
Candidate Name		Position Number/Job Code	
Job Title		Panelist	
Evaluation Date			

Qualification Rubric				
Not Qualified	Marginally Qualified	Qualified	Well-Qualified	Exceptionally Qualified
1	2	3	4	5
<i>Candidate does not demonstrate the competency</i>	<i>Candidate shows limited or uncertain demonstration of the competency</i>	<i>Candidate demonstrates the competency at the level expected for the role</i>	<i>Candidate demonstrates consistent and flexible use of the competency</i>	<i>Candidate demonstrates mastery and depth in applying the competency</i>
<ul style="list-style-type: none"> Provides no response or only repeats the question Offers no relevant example or connection to the competency Does not describe what they did or what resulted Shows no evidence of the competency in action 	<ul style="list-style-type: none"> Gives a vague or incomplete response Provides an example that is unclear, generic, or only loosely related to the competency Describes actions that are minimal, unfocused, or ineffective Shows limited understanding or inconsistent use of the competency 	<ul style="list-style-type: none"> Provides a clear and relevant response that includes what was done and what resulted Describes actions that demonstrate understanding and proper application of the competency Communicates a logical sequence of events or decisions Demonstrates solid performance that meets normal job expectations 	<ul style="list-style-type: none"> Provides a clear and organized response that shows thoughtful application of the competency Describes actions that take into account multiple factors, needs, or perspectives Explains decisions and outcomes that show understanding of broader impacts Demonstrates performance that goes beyond the routine requirements of the role 	<ul style="list-style-type: none"> Provides a well-supported response that shows advanced application of the competency Describes actions that influence others, improve practices, or drive meaningful results Explains reasoning or approach that shows deep understanding and insight Demonstrates ability to model or extend the competency to high-impact situations

Supplemental Question (SQ) Response Scoring Summary

Directions: Assign a rating for each question from the drop-down menu, select the total earned points from the drop-down menu, select the total possible qualification points from the drop-down menu, and calculate the applicant's average.

Applicant Name	Question 1 Rating	Question 2 Rating	Question 3 Rating	Question 4 Rating	Question 5 Rating	Total Earned Points	Total Possible Qualification Points	Applicant Average

Supplemental Question: Multi-Candidate Rating

Directions: Use this page to combine all panelist's averages and calculate the candidate's average.

Candidate Name	Panelist 1 Avg.	Panelist 2 Avg.	Panelist 3 Avg.	Panelist 4 Avg.	Panelist 5 Avg.	Panelist 6 Avg.	Panelist 7 Avg.	Candidate Average