

Definition of Winning Template

Set the standard before the search opens.

SECTION 01

The Role

Complete this section with the hiring manager before any candidate enters the process. The answers define what winning looks like for this search.

ROLE TITLE & REPORTING LINE

WHY THIS SEAT EXISTS RIGHT NOW

WHAT THE PERSON IN THIS SEAT DID THAT MADE IT OPEN (IF APPLICABLE)

SECTION 02

Performance Outcomes

Specific, measurable results - not traits or activities. What must this person produce to be considered successful?

AT 90 DAYS, SUCCESS LOOKS LIKE:

AT 6 MONTHS, SUCCESS LOOKS LIKE:

AT 12 MONTHS, SUCCESS LOOKS LIKE:

SECTION 03

Behavioral Standard

The three behavioral evidence questions the panel must ask - built against the definition of winning above. Each tests something that predicts performance in this specific role.

STRONG READ LOOKS LIKE:

EVIDENCE QUESTION 01

EVIDENCE QUESTION 02

EVIDENCE QUESTION 03

SECTION 04

Red Flags - Automatic Disqualifiers

Specific behaviors or patterns that end the conversation regardless of other signals. Written now, applied uniformly.

DISQUALIFIER 01

DISQUALIFIER 02

DISQUALIFIER 03

SECTION 05

Hiring Panel Sign-Off

Every panelist signs this definition before the search opens. When a candidate enters, everyone is evaluating against the same standard. Disagreement at debrief has a referee: this document.

HIRING MANAGER

Signature

Date

HR / TA PARTNER

Signature

Date

SECONDARY PANELIST

Signature

Date

PRACTICE LEADER

Signature

Date

The definition of winning does not change after sign-off.

New information adjusts the search process. It does not adjust the standard.

The numbers behind the method.

60%+

Fortune 500 companies trust us with executive selection

85%

First-year retention on placed executives

1999

The year Steve Lowisz founded Qualigence
