

Behavioral Skills Estimation Checklist

Estimate the candidate on the following behavioral indicators using the 10-points scale

[illegible]

[illegible]

9) Organization and time management skills	1	2	3	4	5	6	7	8	9	10	
• Managed time of the discussion effectively	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often
• Reminded others about time limit	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often
• Set up tasks for her self and committed to deliver it to the end	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often
• Ask others to go back to the core point when discussion go pointless	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often
• Defined problems and set up certain steps to solve it	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often
10) Working with groups skills	1	2	3	4	5	6	7	8	9	10	
• Build good relations with other group members	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often
• Tolerant with other team members and accept their requests	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often
• Cooperative, seeming friendly by showing affection, agreement or by asking for information or opinions in an encouraging way.	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often
• Giving information or opinions which indicate serious involvement in the task	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often
• Work hard on the tasks and was fully involved	Sometimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	very often

The checklist will be used during the following exercises:

Group Discussion Exercise (GDE)

The group discussion exercise will be used to assess the following behavioral skills:

- 1) Active listening skills
- 2) Questioning skills
- 3) presentation skills
- 4) self assertiveness skills
- 5) influence skills
- 6) leadership skills
- 7) initiation skills
- 8) organization and self management skills
- 9) supporting and developing others skills
- 10) working with group skills

Role Playing Exercise (RPE)

The role playing exercise will be used to assess the following skills:

- 1) Active listening skills
- 2) Questioning skills
- 3) Presentation skills
- 4) Influence skills
- 5) Supporting and developing others skills

Skills Based Interview (SBI)

The interview will be used to assess the following skills:

- 1) self assertiveness skills
- 2) leadership skills
- 3) initiation skills
- 4) organization and self management skills
- 5) working with group skills

In general, each behavioral skill will be assessed using two different methods; assessors will have a meeting after each session and will discuss performance and agree on final score for each candidate. However, the checklist will be computerized. The final scores will be entered by the assessors for each candidate and the system will generate a report providing a 10-points score for each skill where (1) indicates a weak skill and (10) indicates a strong skill.