

Post-Interview Reflection Template

Candidate:

Date of interview:

Interviewers:

1. What is your overall impression of the candidate?
2. What specific attributes, skills, and/or experiences would the candidate bring to the foundation?
3. How might the candidate increase the effectiveness, impact, or influence of the foundation?
4. How effective do you think the candidate would be when addressing racial equity issues with the board? Does there appear to be humility or experience in having to change things in one's own life that would lead the candidate to being gracious and patient with board members wanting to grow in their understanding of racial equity issues?
5. What concerns do you have about the candidate? (conflict of interest, availability, ability to speak up among family, etc.)
6. Are there questions you have that should be answered through reference checks or other methods before an invitation to the May meeting? (e.g., Follow-through on commitments, ability to speak on racial equity issues with white colleagues, etc.)
7. What is your recommendation for how to proceed with this candidate? (This may be altered as you meet with more than one candidate.)