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Phase 10 score sheet pdf

Interview scorecards are the basis of effective structured interviews. They allow interviewers to take notes on candidates' answers to work-related questions and score candidates using ratings scales. Interview scorecards, or score sheets, are useful, but not perfect. The structure scorecards offer can seem strange to interviewers and interviewees who are used to informal interviews. But they make interviews more effective. In this post we examine the cons and cons of using interview score sheets. And claim that their benefits outweigh their flaws. Why people don't use scorecards Interview scoring sheets limit eye contact Interview scoring sheets can require a lot of attention during interviews. Taking detailed notes helps interviewers evaluate candidates' responses. But, taking notes can interrupt the natural flow (and eye contact) that most people expect in an interview setting. Lack of eye contact can lead to an uncomfortable atmosphere. Candidates can feel uncomfortable. Interviewers may not be able to adequately monitor candidates' body language. But interviewer training can be an effective solution to counterbalance these problems. Candidate scorecards do not allow you to stray from the process This is a blessing and a curse. Holding interviews on-topic is often a good thing. But maybe not always. Candidates can reveal something important during a more relaxed discussion. And they may also feel more at ease and motivated to give better answers. Structured interviews can make candidates feel they can't fully demonstrate their skills. Scorecards require more time and effort Preparing interview scorecards is not an easy task. To create scorecards, you need to identify desired properties, choose the best interview questions for each property, and then choose a rating scale that makes sense (such as a yes/no choice or a 5-point scale). If you want to go one step further, to a highly structured process, you also provide definitions for properties and anchor your classification scales (BARS). Structuring interviews can be easier than it sounds. Download our free guide to effective methods and tips. Taking notes is a good idea, but requires effort and attention to detail. Take your time when the review answers is preferred. And discussion with your team later can take more time if you need to compare notes and reviews. Why people use interview scorecards Despite negative aspects, there are some arguments in favor of interview scorecards: Score sheets keep you focused Unstructured interviews can easily go off-track. Using interview scorecards will help interviewers stay focused. There is a specific number of interview questions to ask and score. And notes can help interviewers remember only job-relevant information. Scoring cards can help you in court Interview scorecards offer something all courts care about Documentation. Structured interviews are less likely to be challenged in court for discrimination. But even when faced with a lawsuit, structured interviews boost employers' chances of winning. Interview scorecards provide enough documentation to prove that hiring decisions are not discriminatory. Without interview scorecards, companies may find it hard to explain why they rejected certain candidates. Scorecards make your interviews fairer and more consistent Subjectivity runs loose in unstructured interviews. Questions and scoring systems often depend on the moods or biases of interviewers. Some interviews can last an hour, while others may only span a few minutes. This process seems unfair and can undermine good recruitment decisions. Using interview scorecards, interviewers can ask the same questions to all candidates and rate their answers more consistently. Candidate scorecards help you think about your requirements Drafting interview scorecard questions is a useful process. Interviewers often have an idea of what they're looking for. But translating their image from an ideal candidate to specific requirements can support better decisions. Looking for an 'excellent' sales director is vague. Scorecards help you define excellence. For example, a sales director with specific desired skills such as negotiating experience, in-depth knowledge of the market and an impressive sales track record. Scorecards also help you choose which requirements to rate. Without scorecards, you might end up evaluating more requirements than necessary. For example, you may be tempted to rate some candidates based on their extraversion. But, when they apply for an accountant, this trait may not be work-related. Scorecards recommend to crop your list of requirements and choose only a few must-haves. Scoresheets help purchasing managers improve Biases undermine people's judgment and future improvement. For example, hindsight insight bias may impair your ability to identify your mistakes. If new employees turn out to be poor hires, hiring managers might say they 'knew all along.' Scorecards are a means to look back and see where and why you made a hiring error. Scorecards can help you assess how good your predictions were. If a new employee's performance is particularly impressive, check your scorecards back and consult your notes. Did you provide for their gift? If you missed it, you can use that information to refine the way you rate candidates in the future. Interview scorecards collaboration in hiring a quantitative data team helps teams share their perceptions in a more productive way. Especially when teams use a series of 1:1 interviews where each interviewer asks different questions. When you meet with your team to discuss candidates, it's helpful to have notes to back up your opinion, make, rely on 'gut feelings'. Scorecards can refresh your memory and help you share candidates' answers with your team. You ask them to rate whether your scores are correct. And their feedback can expose biases. After all, people tend to be more aware of the prejudices of others than their own (blind spot bias). Interview scorecards can also stimulate a joint preparation process. Teams won't come together to interview candidates without consensus on what they're looking for. While drawing up scorecards, they can share ideas and solve team misunderstandings. They can then use scorecards as a reference if interviewers have questions or concerns. Scoring helps you capture individual judgments about candidates After many interviews, your mind can blur the boundaries between candidates. Without scorecards, you won't be sure about which candidate said what. If this happens, you will be forced to make a decision based on your overall impression of candidates. That impression can be biased and you'll struggle to justify it. By using interview scorecards, you keep each candidate separate. You assess each based on effective criteria. Notes are separated. When you talk to your recruiting team, you know how each candidate did it. How to use interview scorecards effectively Interview scorecards are worth it. There is a broad study that indicates that structured interviews are more effective than unstructured interviews. And scorecards make interviews more structured. How to deal with interview scorecard disadvantages: Practice shorthand. If you rent frequently and plan to use scorecards, it's a good idea to take notes as fast as you do. In this way you maintain sufficient eye contact with candidates. Another option is to conduct video interviews with a recording function. That way, you'll listen to candidates' answers again without taking notes. Standardize scorecards when you. If you often rent for the same position, you only need to create scorecards once. You also use the same scorecards to rate properties that all your employees need to share, such as culture fit or technological savviness. HR can track standard scorecards for all positions. Use the interview templates provided as part of your Applicant Tracking System (ATS). For example, Workable has interview templates with questions about different traits and skills. Select one or more templates, add or edit the list of questions, and Workable automatically generates a scorecard to use with your team. Scorecards allow each interviewer to keep notes and include a user-friendly scoring system. So, your scorecard generated through can look like this: For faster action after the interview, there is also an aggregated view. This collects the scores of each interviewer and shows the summary comments in a single view. The The Add interview scorecards structure to your interview process. And structured interviews result in better recruitment. Are you sick of your current sheet set? Well then it's time to say hello to the new bedface sheets. Bedface is a new bedding company looking to improve the online sheets and bedding industry. With over 24 colors available, bedface you mix and match your sheets to create your own masterpiece. This week Sleepopolis decided to put this new company to the test. Will Bedface's colorful adaptation be a hit? Read on below! Are you in a hurry? Don't worry. Click here to jump on down to the review summary! Construction & MaterialsThe sheet plates are made up of 100% long cotton staples. Typically, a leaf set includes a fitted sheet, a flat sheet, and 2 pillowcases. Bedface took a different route. They offer 3 different sets to choose from. For our purposes, we reviewed the popular sleep set which includes a fitted sheet, a duvet cover and 2 pillowcases. These plates are slightly thicker than most and are designed to soften with each wash. The duvet cover has a hidden button housing for added durability and a smoother aesthetic. The fitted sheet has an elastic band that covers the ends of the mattress. The sides of the fitted sheet are similar to a flat sheet, which means that no elastic band runs along the sides of the mattress. Finally, the pillowcases contain an envelope space. This ensures a tighter fit around the pillow in addition to avoiding the sloppy, extra fabric. These sheets are made up of larger threads inside of a looser fabric, allowing for optimal breathability.bedface sheetsBuild QualityOverall, the bedface sheets seem to have a good build quality. I determine this by examining every inch of stitching, material quality, and overall construction. After thorough examination of these sheets, there were virtually zero loose threads. The few loose threads I found were easily removable. While not all of them could be pulled from the set, the few remaining did not seem like they would cause any kind of additional damage to the set. The pillowcases were immaculate and the fitted sheet had a nice, snug fit all the way around the mattress.bedface sheets - king on platform bed (duvet, fitted sheet and pillowcases)Durabilitys - & performance testsIf I have tested the bedface sheets, I have focused on a few main points. For starters, shrinkage. The most common complaint related to sheets tends to be shrinkage. There is nothing more frustrating than purchasing a new record set only to see it shrink drastically after a wash/dry cycle. After shrinkage is wire research. Are there loose wires? Have loose wires been made worse by normal use? Have new wires surfaced after washing and drying the sheets? Finally, I test the colors dyes used in the sheets in search of low-quality materials (runoff, bleeding, etc.). ShrinkTestShrinkage tests are a crucial part of the testing process. To measure shrinkage over the blade set I start by taking measurements of the flat plate and a pillowcase (prior to washing/dry cycle). These measurements will serve as my baseline for comparison. I then walk the sheets through a standard washing and drying cycle and take new measurements after the cycle is complete. After doing this, I compare the original measurements with the new set and determine the overall shrinkage after a wash/dry cycle. The bedface sheets showed some of the small shrinkage levels I've seen, but especially small compared to other 100% cotton sets. The duvet cover shrank by 3.14% (compared to the original size) and the pillowcase shrank by 2.90%. Anything below 5% shrinkage is good. Shrinkage test – duvet cover shrank by 3.14% after washing/dry. Pillowcase shrank by 2.90% after washing/drying. Damage TestBy this test I take a deeper look into the sheet set for any new or additional damage that may have been a byproduct of normal use or standard washing/dry cycles. Upon further review, the bedface sheets seem to have kept up well. After my testing period + washing/drying there were no new problems under the plates and the existing loose threads were not grown in length. Color testThe color test is used to display any color/dye run off (if any) of the sheets. To kick off this test, I let a pillowcase completely soak in warm water and let the pillowcase fully absorb the water. Then I ring excess water with my hands. Immediately after, I place the pillowcase on top of a bed of paper towels. Finally, I press firmly on a rolling pin against the pillowcase and examine the paper towels for any kind of color that runs away. The bedface sheets showed no signs of color or dye, indicating that they are made of quality dyes and cotton.bedface sheets color test – zero color transferFeel, Cooling, & StyleThe bedface sheets have an interesting feeling about them. Most of the cotton sheets I've tested are thinner and very soft. In this case, the sheets are thicker than most and on a scale of 1-10, where 1 is the softest, these sheets land around a 4. Strangely enough, bed face is able to make this combination work. With these sheets, I felt like I was welcomed by a more rustic but comfortable and lived in feeling. While it may sound strange, the bedface sheets are quite comfortable, even though they are not as soft as your traditional cotton sheet set. Close the lakeface leaf sets, with duvet, pillows, and fitted was another added bonus with this sheet set. Simply having a 100% cotton design is an important factor in the cooling and breathability of this set. Cotton just does a great job of allowing airflow between the mattress and and but not least style. While style may seem like a small part of the pie, no one wants to spend a lot of money on an ugly sheet set (which I'm aware of). Go in, bedside face. With a litany of different colors and styles available, bedface is a great option for the sleeper who is looking to spruce up their bedroom look. During my test I reviewed their feather gray and starlight white sleep set. Personally, I enjoyed a white fitted sheet in contrast to a grey duvet cover and pillowcases. Aesthetically, bedface crushes it in my opinion. There are a litany of color options, sizes, styles, and set options. They have a set, color, style and price point that works for a wide range of sleepers. Should I buy the bedFace Sheets? I would recommend the bedface sheets to sleepers that: Want 100% cotton sheets - made of 100% cotton, these sheets have a nice feel besides an increasingly softer feel at each wash. Want a slightly thicker plate set - the bed face sheets contain a slightly thicker construction than most cotton sheet sets I've tested so far. The thickness of these plates makes for a more welcoming and lived in feeling. Moreover, they feel more sustainable. If you want quality sheets - from head to toe, these plates are made up of very high-end materials in addition to a solid build quality. I never once worried as if the sheets were going to keep going through a washing cycle or just by normal use. The thicker and more robust feeling gives me a lot of confidence in bedface. If you want to create your own color scheme - with 3 different style options and 24 different colors available, bedface allows the sleeper to blend and match their products, creating their own masterpiece of a sheet set. If you want to know a little more about the bedface sheets or if you are ready to buy, please visit bedface.com. Materials Comfort Quality Value Cooling Shrinkage CompanySummaryMade of 100% long-staple cotton, the bedface sheets have a very nice, lived in feeling about them. With a slightly thicker texture, these sheets contain a strong build and a durable feel for them. Available in 24 different colours, these blades offer sleepers with the option of mix and matching colors to create their own personal masterpiece. In addition, the bed face sheets are designed to become softer with each wash. Get the latest deals, discounts, reviews and giveaways! The following two tabs change the content below. Below.

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