**INTERVIEW OBSERVATION SHEET**

 (Please return completed copy to Talent Acquisition)

**Technical Panel Evaluation Sheet**

|  |  |  |
| --- | --- | --- |
| **Name:** |  |  |
|  | (Last Name) | (First Name) |

**Interview Performance**

Rating is on a continuous scale of 1–5 (5-Outstanding, 4-Excellent, 3-Good, 2-Average, 1-Poor)

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| --- |
| Behavioral Assessment |
| **Traits** | **Definition** | **Rating** |
| Technical Skills & Job Knowledge | Knowledge of concepts, Quality of experience in relevant areas |  |
| Analytical Skills | Logic in presenting opinions & Views, Interpretation of Information, Mental Alertness |  |
| Communication Skills | Power of expression, Method & Manner of Speech, Presentation of Views |  |
| Interpersonal skills | Attitude towards other, Ability to get along with People, Team skills, Ability to influence |  |
| Potential | Ability to advance & shoulder greater responsibilities, includes Maturity, initiative, Drive & Sincerity |  |
| Overall | Not an average of the above ratings. Whether the above applicant matches the requirements of position. |  |

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| Technical Assessment |
| **Skill** | **Description** | **Rating** |
| Salesforce Fundamental | Object Relationship, Security, OWD-Sharing Setting ,Sharing Rule, Workflow Rule, Approval Process  |  |
| Force.com Basic | Apex Class , Apex Trigger, Visualforce Page, SFDC Limits |  |
| Apex Job | Apex Job, Schedule Job, Queueable Job, System Integration  |  |
| Salesforce Product | Sales Cloud, Service Cloud, Community Cloud |  |
| Lightning | Lightning Experience , Lightning Component, Lightning Technical  |  |

**Note: Incase the candidate does not fit your project needs but is technically suitable for Cognizant; please indicate if he/she can be evaluated for another assignment.**

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|   **Select Reject Evaluate for another assignment**  |
| Project Details  |

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| Remarks of the Interview Panel |
| **Fitment Level :**  |

|  |
| --- |
| Overall Interview Rating |
|   **Must Hire Excellent Outstanding** **Good Not Satisfied**  |

|  |  |
| --- | --- |
|  | **INTERVIEWERS** |
| EMP ID # |  |  |  |
| Name |  |  |  |
| Signature |  |  |  |
| Interview date |  |  |  |