

SKILLS ASSESSMENT

For Candidates & Campaign Staff

Version 1.0



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This is a great tool for identifying specific strengths, interests and knowledge gaps of the folks on your campaign team. It can help you identify what skills you need to look for or prioritize in additional staff, or find that it may be effective to switch some responsibilities between team members. This can also be a great way for the team to get to know more about the candidate - so everyone should fill it out and then you can compare and discuss.

- What hard skills are you really good at?
- What hard skills are you less good at?
- What do you love doing ? What is easy to fill your time with?
- What do you not like doing ? What do you procrastinate on?
- What is your communication style?
- Are you stronger in written or verbal communication?
- Do you enjoy speaking with strangers?
- Are you more detail/task oriented or like to think and work on big picture things?
- Do you enjoy working with numbers? math? data?
- How comfortable with technology and digital tools are you?
- Any digital tools you particularly love or hate?
- What are some skills you have that aren't currently being utilized or aren't a part of your current role?
- How experienced are you with conflict resolution? How do you feel about it?
- How do you approach negotiation and compromise?
- What are your best leadership qualities?
- Where do you need to grow as a leader?
- What kind of groups or networks do you belong to?
- How could your networks be more diverse - racially, ethnically, or socioeconomically?