

**DRAFT Michigan Independent Citizens Redistricting Commission  
General Counsel  
Interview Guide and Notes**

Panel Member: \_\_\_\_\_

Candidate: \_\_\_\_\_

<b>Interview Question Response Criteria</b>				
Outstanding	Very Good	Good	Adequate	Inadequate
4	3	2	1	0

**Rating Key:**

- *Outstanding (4)* – Possesses a degree of knowledge, skill or ability clearly expected to result in job performance far above the basic requirement of the position for that factor.
- *Very Good (3)* – Possesses a sufficient degree of the knowledge, skill or ability to expect job performance that is significantly better than minimally acceptable and is clearly superior to most satisfactory applicants for that factor.
- *Good (2)* – Possesses a sufficient degree of the knowledge, skill or ability to expect job performance better than minimally acceptable but not superior, for that factor.
- *Adequate (1)* – Possesses a sufficient degree of the knowledge, skill or ability to expect minimally satisfactory job performance for that factor.
- *Inadequate (0)* – Does not possess a sufficient degree of knowledge, skill or ability to expect minimally satisfactory job performance for that factor.

**Opening Remarks**

Greet the candidate, giving your name and position. Introduce all panel members and their roles within the agency. Inform the candidate we have a series of questions that will be rotated by the panel members and they will have an opportunity to ask questions at the end.

## Interview Questions

1. [question #1]

Rating:

Notes:

2. [question #2]

Rating:

Notes:

3. [question #3]

Rating:

Notes:

4. [question #4]

Rating:

Notes:

5. [question #5]

Rating:

Notes:

6. [question #6]

Rating:

Notes:

7. [question #7]

Rating:

Notes:

8. [question #8]

Rating:  
Notes:

9. [question #9]

Rating:  
Notes:

10.[question #10]

Rating:  
Notes:

11.[question #11]

Rating:  
Notes:

12.[question #12]

Rating:  
Notes:

13.Do you have any questions for us?