



GameChangers CHECKlist™

NAME: _____

EVALUATION QUESTIONS	Current business dynamics and performance	Future business dynamics and likely performance
CAPABLE: Do they have a proven track record of success for this role and task during both good and disruptive business environments? <small>(* SEE MUST HAVES AND POINTS OF VIEW)</small>		
> Proven for the role (e.g. position requirements) in good business environments?		
> Proven for the task (e.g. must have, objectives and endgame) in good business environments?		
> Proven for the role in bad and disruptive business environments?		
> Proven for the task in bad and disruptive business environments?		
HEART: Do they have a passion and determination for what they do and what you want them to achieve? <small>(* SEE MUST HAVES AND POINTS OF VIEW)</small>		
> Passion and determination for what they do?		
> Passion and determination for what you want them to achieve?		
ENDGAME: How will they achieve the long-term objectives and do they know how to get you to the endgame? <small>(* SEE MUST HAVES AND POINTS OF VIEW)</small>		
> Achieving the long-term objectives?		
> Know how to get you to the endgame?		
CULTURE: Are they the best fit for this role and task and how will they get the job done in your culture? <small>(* SEE SUITABILITY AND FIT)</small>		
> Best fit for the role?		
> Best fit for the task?		
> Able to get the job done in your culture?		
KEEPER: Are they as good as or better than your top performers and with potential for more responsibility? Can your leaders/board support them to excel and retain them? <small>(* SEE HOW BEST TO MANAGE, DEVELOP, RETAIN)</small>		
> As good as or better than your top performers?		
> Potential for more responsibility?		
> Your support for them to excel at position and task?		
> Your support to manage, develop and retain them?		

Rating Scale
 1 – failed, 2 – less than expected, 3 – meets expected objectives, 4 - better than expected, 5 – exceeds expectations
 * = Please refer to this section in the Top Gun Ventures GameChangers Candidate Profile