Rating Sheet for EIS Applicants

Name of Candidate:
Date of Interview:
Interviewer:

Comments *(Criteria described on the next page)*

Suitability:

Areas of Interest:

Analytic Process:

Communication:

Professionalism:

Other comments: (Strengths/weaknesses, other skills, training, qualifications)

<table>
<thead>
<tr>
<th>Overall Rating</th>
<th>Low</th>
<th>Average</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Suitability for EIS</td>
<td>0</td>
<td>1</td>
<td>2 3</td>
</tr>
<tr>
<td>Analytic process</td>
<td>0</td>
<td>1</td>
<td>2 3</td>
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<tr>
<td>Communication</td>
<td>0</td>
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</tbody>
</table>

*(See next page for criteria)*
Criteria for Evaluation of Applicants for EIS

Suitability for EIS

- Potential for contribution to public health:
  Has interest, but not necessarily experience in public health; can articulate how expertise gained through EIS will be used to further the public’s health; expresses familiarity with and personal goals for EIS (asks insightful questions); has passion for public health

- Will benefit from EIS training:
  Articulates how EIS will complement previous training to reach stated goals; wants to participate in a training and service program; has had exposure to broad experiences in the health field; has realistic expectations of work in the public sector; career shows logical progression

- Specific program interests and flexibility
  What are specific areas, projects of interest in your center or in a state assignment? Any restrictions on assignment, either programmatic or geographic? Willing to consider a variety of assignments?

Analytic Process

- Quantitative skills
  Has shown competence in one or more disciplines relevant to applied epidemiology, e.g. medicine, epidemiology, statistics, community-based research

- Intellectually curious, resourceful
  Enjoys “sleuthing” in the pursuit of information

- Rational and logical thinker
  Learns new information quickly and can apply it to new situations; analyzes available information to make decisions
Communication

- Discusses issues tactfully and constructively
  - Is diplomatic; is willing to compromise; can negotiate between different perspectives; treats others with respect and courtesy, regardless of “rank”

- Interpersonal skills
  - Is enthusiastic, listens well, asks appropriate questions, at ease while listening, speaking, or leading the conversation; good eye contact; leaves positive impression

- Verbal communication skills
  - Can express thoughts clearly (in language used in training and work)

Professionalism

- Demonstrates both leadership and team work qualities
  - Can work independently and take initiative when appropriate; seeks responsibility; shows integrity; team player; can work without full recognition; responds constructively to instruction and supervision; can work in a variety of settings and with a variety of people of different backgrounds and skills; has healthy self-esteem and good sense of humor

- Is motivated
  - Able to handle the pace of EIS; can manage several assignments simultaneously, often with conflicting priorities; can work under pressure of tight deadlines; has patience; is willing and able to work long hours when necessary; able to complete projects

- Is adaptable
  - Able to “fit in” to program; able to adapt to changing situations and environments; has diverse experiences and seeks new challenges