**Recruiting – Quality of Hire Survey**

Hiring Manager:

HR Recruiting Lead:

Name of New Hire:  
Start Date:

**Compared to the pre-recruiting requirements for the position, how would you rate the new employee today on a scale of 1-5 in the following areas:**

Rating Scale:

1 – Unacceptable

2 – Partially Meets Expectations

3 – Meets Expectations

4 – Exceeds Expectations

5 – Outstanding

|  |  |
| --- | --- |
| **Performance Areas** | **Rating (1-5)** |
| Knowledge and Skills Required for the Position |  |
| Organizational Compatibility/Cultural Fit |  |
| Motivation/Energy/Commitment |  |
| Communication |  |
| Execution Skills/Project Delivery |  |
| **Overall Performance Grade to Date:** |  |

**Additional Questions/Comments:**

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| --- |
| What are some perceived strengths or weaknesses of this hire from the interview process that are different in their “on-the-job” performance”? |
| How have the scope, functionality, and/or requirements of the job description evolved since the hire? What would you change if you could go back and re-craft this position? |
| Additional Comments: |