Frankenstein Worksheet

Position _____ Date _____

Built from: ☐ My experience ☐ Observation ☐ Research

#	Attribute	Where it came from	Weight 1 2 3
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			

Weight key

1 = Standard. Nice to have. Adds to the experience but isn't the deal breaker.

2 = Important. Affects daily performance. You'll feel the difference every shift.

3 = Critical. The role doesn't work without it. This is your mushroom.

Set your weights before the first interview. Not after.

You can find a downloadable copy of this, and the other forms from this book, at learndevelopmanage.com/downloads/tsquare.

T-Square Score Sheet

Candidate _____ Position _____

Date _____ Interviewer _____

Attribute	Weight	Question	✓ / ✗	Notes

Max possible score (add up every weight): _____

Candidate score (add the weight of every ✓): _____

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Smart Notes

Candidate _____ Date _____

The Story of [Name]

☐ Coherence ☐ Honesty ☐ Stability ☐ Self-awareness

_____

_____

_____

Unscripted Moments

_____

_____

_____

Skills Test (if used)

_____

_____

Blend Check

Team member _____

“Do you think this person would work well here?” ☐ Yes ☐ No

Why: _____

Next Step

☐ Second interview ☐ Offer ☐ Pass

Write what you saw, not what you felt.

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Phone Screen Sheet

Candidate _____ Position _____

Phone # _____ Date called _____

☐ The number reached the candidate

Confirmed

Hours ☐ Yes ☐ No

Responsibilities ☐ Yes ☐ No

Pay range ☐ Yes ☐ No

Red flags heard

☐ “This isn’t actually my phone”

☐ “I can’t find a ride”

☐ “Can we do it later in the day? I sleep until noon”

☐ “Yeah, I’ll be there. Probably. Mostly.”

☐ Long pauses on basic questions about hours or pay

☐ Hesitation when you describe the job, like they don’t remember applying

Two or three of these in a five-minute call is your answer.

In-person interview

Day _____ Time _____

Confirmation sent: ☐ Text ☐ Email ☐ Calendar invite

Clip this to their file. Never write on the application itself.

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Tie-Breaker Compare Sheet

Position _____ Date _____

	Candidate A	Candidate B
Name		
T-Square score		
Critical (3-point) attributes nailed		
Notes that stand out		
Blend Check answer		
Which team gap they fill		

Decision

☐ Hire A ☐ Hire B ☐ Hire both

Why: _____

_____

Compare notes, not memories. Same day.

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