

SUMMARY / SPIKES:			
<ul style="list-style-type: none"> We see CANDIDATE as a clear advance for ROLE and would rate her as a likely “4” on the CLIENT NAME rating scale Distinctive indicators - Baker scholar at HBS, genuine motivation to make a real impact on people and the world, authenticity, and willingness to take risks/raise her hand to ask questions and volunteer for difficult work throughout her life and career. Top performer - CANDIDATE has consistently been rated in the top bucket (FE – Frequently Exceeds) at EMPLOYER throughout her entire career. Early promotion at all stages of her career (Manager title in 1 year, Sr Manager 1 year later) – fastest trajectory through rankings ever in her office before moving to CITY in early 2020. Anticipates partner promotion in 6-12 months. Authenticity – She is motivated by creating real and lasting impact on the people and organizations she touches. 			
CULTURE:			
Fit Confidence:	High	Moderate	Low
<ul style="list-style-type: none"> Interacting with CANDIDATE had a similar feel to how we interacted with other successful ROLE hires. There is real authenticity in her interactions and she possesses the unique combination of high achievement driven by the right motivation. CANDIDATE has a deep passion to help make people and organizations better and her motivation appears completely selfless with little to no connection to personal accolades or recognition. No ego that we could perceive in our discussions. CANDIDATE is a life-long learner focused on growing, learning and a drive to create big impacts on the people and world more broadly. She has real passion for diversity and inclusion efforts and has gone out of her way to try to impact those things at EMPLOYER. 			
ANALYTICAL PASSION / ENERGY:			
Fit Confidence:	High	Moderate	Low
<ul style="list-style-type: none"> We had a great conversation with CANDIDATE and touched on analytics at a few stages. She seemed to show no hesitation at all around using and leveraging analytics in problem solving, but it wasn’t what she led with in her answers. As she has spent her entire career in the top tier/bucket at TOP STRATEGY FIRM, we anticipate it is a strong component of her approach when she tackles problems, but didn’t deep dive to confirm fully. 			
FLAGS/ CONCERNS:			
<ul style="list-style-type: none"> CANDIDATE shared she has moved a lot in her life, and that when she and her husband moved to CITY 2 years ago, they agreed to stay for at least 5 years to create some connection to community and stability. We believe it is possible CANDIDATE may soften on this view if she develops a strong connection with CLIENT, but her perspective today is she is very reluctant to move at this time. She offered that she is completely open to discussing a heavy travel/commuting plan combined with possible time in the LOCAL CITY office. CANDIDATE places high value on personal relationships gained through face-to-face contact so she seemed willing to be as flexible as possible. Having a team and opportunity to develop people is “non-negotiable” to her because of her passion for mentoring and close relationships. We flag this given the “learning first” nature of ROLE where team leadership out of the gate is less emphasized. We believe it would be difficult for her to accept a role without a team day one. 			
TACTICAL:			
CLIENT relationships / prior contact:	<ul style="list-style-type: none"> Does not believe she has any strong relationships currently at CLIENT No prior recruiting contact with CLIENT 		