

SWRA Board Candidate Evaluation

Candidate Name	Time of Interview				Date	
Trait	1	2	3	4	5	Score
Availability	Working full time with several other outside activities.	Working part time with other outside activities.	Semi-retired with some outside activities.	Retired with few outside activities.	Retired with no other significant time-consuming activities.	
<ul style="list-style-type: none"> The SWRA Board meets two (2) times a month for about 3-4 hours per meeting. Meeting preparation time is involved, and in addition Board members serve on committees. Can you commit to meetings and serving the SWRA mission? Are you a "full-time" resident of StillWaters? 						
Experience/Knowledge	No experience on a HOA board or committees OR HOA organizations.	No experience on a HOA board with limited HOA experience OR knowledge of HOA organizations.	No experience on a HOA board but considerable homeowner committee experience OR HOA organizations including SWRA.	Some experience on a HOA board or homeowner committee experience as chairperson OR HOA organizations including SWRA.	Considerable experience working on a HOA board or working on committees OR HOA organizations including SWRA.	
<ul style="list-style-type: none"> What skills, connections, resources, and expertise do you have to offer and are willing to use on behalf of the organization? What activities/committees have you been involved in either in Still Waters or other places that would benefit Still Waters? 						
Honesty/Transparency	Not honest or inclined to be transparent.	Somewhat honest and transparent.	Honest and transparent.	Mostly honest and transparent.	Extremely honest and transparent.	
<ul style="list-style-type: none"> Have you ever been in a position that required you to make an unpopular decision that affected your friends or neighbors? Have you ever been in a situation where you had to make a decision that was unpopular but ethically the right choice? How did you handle it? 						
Communications	Difficulty in expressing their thoughts in a coherent manner, poor grammar and use of words.	Poor ability in expressing their thoughts, poor grammar, and use of words.	Average ability in expressing...	Good ability in expressing...	Excellent ability in expressing...	
<ul style="list-style-type: none"> What would be your approach to handling resident complaints or concerns? Can you provide an example of when you handled a complaint effectively? How do you ensure that everyone's opinions are heard and considered during discussions, especially in meetings with strong personalities? 						
Participation and community focus	Participated in no community events and shows no interest.	Participated in some of the community and has little community focus or priority.	Participate in many of the community events and is community focused.	Participated in most of the community events and event planning and has major interest in community.	Participated in all of the community events and some event planning with primary focus on what is best for the community.	
<ul style="list-style-type: none"> How would you handle situations where the community is divided on an issue, such as a new policy or a controversial project? Board members must sometimes go above and beyond, such as volunteering for events or taking on additional responsibilities. How do you feel about taking on extra tasks when necessary? 						
Problem solver	Demonstrates very little problem- solver ability.	Demonstrates some problem-solving skills.	Demonstrates problem-solving skills.	Demonstrates good problem-solving skills.	Demonstrates excellent problem-solving skills.	
<ul style="list-style-type: none"> How do you handle situations where you disagree with other board members on how to solve an issue? Can you share an example of how you worked with others to reach a consensus on a challenging issue? What experience do you have in managing or participating in committees? 						
Total Score						
Notes:						