

Diverse Perspectives

Analysts	Associates
Ask yourself what unique/different perspectives the candidate can bring to ELP, including their personal background and academic/business interests. We want to be inclusive of people from all walks of life, how will the candidate use their unique life experiences to shape their work/time in ELP?	Ask yourself what unique/different perspectives the candidate can bring to ELP, including their personal background and academic/business interests. How will the candidate use their unique life experiences to create an inclusive and productive working environment for their team?

Enthusiasm

Analysts	Associates
Analysts with a score of 5 in Enthusiasm should be knowledgeable about SWIB's mission, excited to participate in ELP, and potentially have an industry/idea of a project that they would like to know more about. Solid response to why they want to join ELP. Bonus points if they mention specific events they've attended or if they reached out to members for coffee chats.	Associates with a score of 5 in Enthusiasm should be knowledgeable about ELP and very engaged past involvement. They should be passionate about SWIB's mission and excited to help foster that in a new group of Analysts. Think about how the candidate will use their previous experience in ELP to be a good leader for their group.

Thoughtful/coherent responses

Analysts	Associates
Analysts with a score of 5 in Responses should appear to have thought through their answers to behavioural questions and be able to explain their past experiences/what they bring to ELP in a concise and engaging way with clear examples. Don't score based on use of STAR or other specific methods, focus more on their synthesis of ideas and degree of thought/effort put into their answers.	Associates with a score of 5 in responses should be able to clearly articulate their leadership skills and what experiences they have that qualify them to lead a specific industry group. Look for clarity of ideas, thought/effort put into their answers, and ability to communicate well. As a leader, they need to be able to foster good communication with their group.