

## Critical Questions to Qualify a Lateral Candidate

*The sponsoring party submits a form to the Lateral Recruiting Committee that answers the following questions.*

Name of candidate

Firm or organization where currently employed

1. Specifically, what would this candidate do to further the goals, objectives, performance or prominence of the firm, practice or office? Link this hire explicitly to a documented goal if possible.
2. Specifically how will hiring this person help us attract, retain and/or grow clients?
3. What gaps will be filled by hiring this person?
  - Breadth
  - Depth
  - Skills
  - Expertise
  - Relationships
  - Reputation
  - Demographic
  - Leadership
  - Geographic
  - Other
4. What do you know about this person's ability to fit into our culture?
5. If an external candidate (rather than one whom we identified), why is this candidate leaving his or her firm/organization?
6. What else should we know about the candidate or circumstances?
7. Are you personally highly recommending this candidate?

Signature

Date