

## INTERVIEW ASSESSMENT FORM

DATE TODAY: 28/09/2024

Do you have any travel plans? <span style="float: right;">No</span>	If yes, where?	n/a
Expected date of travel: n/a	Purpose:	n/a
Do you have a pending case? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	If yes, what kind of case:	n/a

Applicant's Complete Name:	Kevin Daclan	Nickname:	Kevin
Position Applied	CSR-Voice	Marital Status	Single
No. of Kids:	n/a	Age	24 yrs old

**Source of Application:**

<input type="checkbox"/> WALK-IN	<input type="checkbox"/> FACEBOOK	<input type="checkbox"/> JOBSTREET	<input checked="" type="checkbox"/> MYNIMO	<input type="checkbox"/> REFERRAL pls. specify the name:Text here.	<input type="checkbox"/> OTHERS: Text here
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**Please use this form as a guide to assess or evaluate the applicant's qualifications for employment.**

Typing Test	WPM	53	Accuracy	99	<input checked="" type="checkbox"/> Pass <input type="checkbox"/> Fail	Expected Salary	B: 19k P: 21-22k	Availability	ASAP
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**A. IS THE APPLICANT PREPARED FOR THE INTERVIEW?**  PRESENTABLE  YES  NO  AVERAGE

**B. COMMUNICATION SKILLS**  EXCELLENT  SATISFACTORY  NEEDS IMPROVEMENT

**COMPREHENSION SKILLS**  EXCELLENT  SATISFACTORY  NEEDS IMPROVEMENT

**C. WORK EXPERIENCE (Latest 3)**

EMPLOYER	EMPLOYMENT DATE	ACCOUNT	ALL-IN SALARY	REASON FOR LEAVING
(Continuum BPO)	February 2024- September 2024 7 months	Verizon	B: 19, 500 P: 22k	Commission Issues
Concentrix (BPO)	October 2022- October 2023 1 yr	T-Mobile	B: 18, 500 P: 21k	Looking for a back office job
Teleperformance (BPO)	October 2020- June 2022 1 yr and 10 months	Netflix	B:12k P: 14, 500	He was transferred to the AT&T account due to a low number of agents, but he did not receive a pay raise. If he does not accept the offer, he cannot return to Netflix

**HR Interview**

Interviewer:	Hanna	Date Interviewed:	28/09/2024
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Remarks:

- Can work on site and has no problem working on a graveyard shift and shifting schedule. Okay with PEME.
- Kevin is the second of four siblings and is from Tisa.
- His parents separated due to his father's gambling addiction.
- His mother works abroad, while his father is a messenger for a company around Ayala, Cebu
- He was unable to pursue college due to financial constraints, so after finishing school, he quickly found a job at McDonald's as a service crew member.
- He later ventured into the BPO industry for growth and better career opportunities.
- He recently quit his job under a Telco account in sales because the management decided to lower commissions from 1,500-3k pesos per sale to just 200 pesos.
- This change left him confused and disappointed, as they had started the month expecting the usual commission structure.
- Kevin emphasizes that he is not solely motivated by money and is fine earning without commissions, as long as the job description aligns with the pay.
- He makes it clear that his expected salary is negotiable and is willing to accept a basic salary of 17,500 with a total package of 19,500 to 20k.
- He was not referred by anyone and became interested in the job posting because of the sign-on bonus, which he understands comes with terms and conditions.
- He showed enthusiasm during the interview.

**Result**  **Passed**  **Failed**

Interviewer:	Iris	Date Interviewed:	29/09/2024
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**Remarks:**

Kevin Daclan - passed voice  
 Comms: 5.5/10  
 BPO exp: About 3 years ( Verizon, T-Mobile, Netflix)

- Came across the job posting on iPloy's Facebook page.
- Was attracted to the 50k Sign-On Bonus.
- Has no specific expectations from the company but is interested because of the work-life balance, non-sales nature of the role, and the challenges it offers at iPloy.
- He is open to challenges, and his greatest asset is his ability to learn quickly.
- Lives in Tisa with his father and siblings.
- He has four siblings and is the second child. The eldest is an accountant in a private business, the third is unemployed, and the fourth is still in high school.
- His father works as a messenger at Ayala - Pag-ibig building.
- Aware that iPloy places high importance on attendance and performance, and he guarantees there will be no issues with his attendance.
- Seeking a stable job where he can develop his skills and support his family's financial needs.
- Expected base pay is 19K-19.5K, all-in 20K; he is also fine with a base pay of 16K and an all-in offer of 21K.
- Available to start immediately, can begin on Monday.

<b>Result</b>	<input checked="" type="checkbox"/> <b>Passed</b>	<input type="checkbox"/> <b>Failed</b>
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<input type="checkbox"/> <b>Keep in Pool (Ben)</b>	<input type="checkbox"/> <b>Keep-in-pool (Initial interview and OM/DM interview)</b>	<input type="checkbox"/> <b>No Show</b>
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