

Board Member Interview Scorecard

Name:

Date:

Area	Skill to Interview	Rating (1-5)	Additional comments
Mission Alignment			
Support the company's mission	<ul style="list-style-type: none"> How well do they understand and support the organization's mission? 		
Support Rallyday's mission	<ul style="list-style-type: none"> How well do they understand and support Rallyday's mission? 		
Hard Skills			
Technical/functional capabilities	<ul style="list-style-type: none"> Do they bring a specific technical or functional capability that is critical to or missing from the Company? Are they experts and thought leaders in that technical or functional area that the board needs for the next 2-3 years? Is their capability current and recently honed? Are they differentiated enough from other board members? 		
Industry knowledge	<ul style="list-style-type: none"> Do they bring industry knowledge and experience that is relevant to the Company? Are they students of the industry and up to speed on current trends and developments? 		
Reviewing and advising on strategy	<ul style="list-style-type: none"> Have they led strategy work in the past? Do they have a point of view on the Company and industry? Are they capable of influencing management, challenging the status quo, and listening to others? 		
Financial acumen	<ul style="list-style-type: none"> Can they understand and interpret financial reports? 		
Other Attributes			
Board experience	<ul style="list-style-type: none"> Do they have previous board experience? Do they understand the role of a board and its members, best practices, and their fiduciary duties? 		
Strong network	<ul style="list-style-type: none"> Do they have a deep industry network? Are they willing to promote the Company to their relationships Are they willing to market for potential business development and recruiting talent (including other board members)? 		

	<ul style="list-style-type: none"> • Can they introduce potential customers? • Can they introduce potential key employees? • Can they introduce potential M&A targets? 		
Board meeting participation	<ul style="list-style-type: none"> • Do they have adequate time to invest in Board meetings, one-on-ones with the CEO and management team members, and other strategic sessions? 		
Attitude	<ul style="list-style-type: none"> • Are they excited to serve on the board? • What is their motivation behind joining the board? 		
Collaboration / interpersonal skills	<ul style="list-style-type: none"> • Can this person show up as an advisor / coach versus CEO? • Do they understand how the role differs from an operating position? • Can they collaborate effectively with the CEO, management and other board members? • Do you foresee any personality / relational issues if this person joined the board? What strengths or flags are you seeing? 		
Being a company ambassador	<ul style="list-style-type: none"> • Is this the type of person that will share the good work of the company and their board among their networks? 		
Diversity	<ul style="list-style-type: none"> • Is this person adding diversity to the board? 		
Compensation	<ul style="list-style-type: none"> • Are they more excited about participating in the equity upside of the company than making current comp? 		
Overall score			

<p>Overall strengths:</p> <p>Overall concerns:</p> <p>Decision:</p>
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