

Scorecard template

Copy this for each req. Fill the header before the first conversation. Score must-haves 1-4. A 1 or a hard red flag stops the loop.

Role:
Stage (\$0-1M / \$1-5M / \$5-10M / \$10-20M):
Req opened:
Interviewers (need two yes votes):
Pair hire? (seat 1 / seat 2 of a pair):

Must-haves (score 1-4)

1 = absent. 2 = thin. 3 = present and usable. 4 = would hire this for this trait alone.

#	MUST-HAVE (REWRITE FOR THE SEAT)	1	2	3	4	NOTES
1						
2						
3						
4						
5						

Must-have average (sum / count):

Enterprise AE starters, delete what does not apply:

- Names Economic Buyer and paper process without prompting
- Self-source story with math (held meetings, Stage 2, not a handed book)
- POV with signed success criteria
- Operates when the ICP is still moving
- Takes coaching from recordings

BDR starters: held-meeting craft, Stage-2 conversion, coaching in the same week.

SE starters: signed success criteria, POV in 14 days or less, 1:3 with AE.

FDE starters: scopes like a POV, treats time as CAC, exit is repeatability.

GTM engineer starters: ships the stack, human gate on every send, makes the AE week shorter.

Nice-to-haves (not a veto)

TRAIT	PRESENT?	NOTES

Hard red flags (any one is a no)

- [] Cannot name EB or paper process
- [] No self-source story
- [] Stage 2 hire who is a logo VP (no recent bag, no recent POV)
- [] Refuses coaching or recording
- [] Inflated attainment without funnel math
- [] Other:

Decision

Must-have average (need 3.0 or above):
Hard red flag? (yes / no):
Yes votes (need 2):
References confirm? (yes / no / pending):
Pair-check on seat 2: same bar as seat 1? (yes / no):

Hire / hold / no:

Signed:
Date: