



Apprentice Name

Interview Date
RESULT _____ / 65

Questions				
Why did you choose the landscape industry? How did you go about entering the industry? <ul style="list-style-type: none"> How did you find an employer? What were you looking for? 	Poor – entrant is unable to articulate why they made the decision, illustrates little interest in the reasoning behind the decision	Adequate – entrant describes why they made the decision well, and articulates reasonably well how they came about making certain decisions	Excellent – answers question articulately and shows well thought out reasoning as to why they chose the industry. Additionally, shows that they researched employers or in other ways made deliberate decisions	
	1 2	3 4	5	
Comments				
Describe your job at the moment. <ul style="list-style-type: none"> What are you working on? What are your responsibilities? 	Poor – entrant is unable to describe the work in any detail and seem uninterested in what they are doing. Have little to no responsibility for any elements of the work	Adequate – entrant describes with some level of detail what they are working on using mainly correct terminology and has a reasonable level of responsibility for the job	Excellent – entrant gives a detailed account using correct terminology and carries a lot of responsibility if not all responsibility for the task at hand	
	1 2	3 4	5	
Comments				
What do you enjoy most about your job?	Poor – entrant seems uninterested in the job, has little feedback in response	Adequate – entrant is reasonably enthusiastic about the job, and describes quite well a few elements of the role that they enjoy	Excellent – entrant shows a high level of enthusiasm for the job, and describes in detail a few elements of the role giving reasoning why they enjoy those aspects	
	1 2	3 4	5	
Comments				

<p>How do you feel you contribute to the company you work for? What special characteristics do you bring to the job site, or the company in general?</p>	<p>Poor – entrant shows scant regard for company philosophy, contributes little to team spirit</p>	<p>Adequate – entrant can articulate a few areas in which they contribute to company culture, and play an active team role</p>	<p>Excellent – entrant shows a high level of engagement with the company, the culture and significantly supports teammates and supports company philosophy</p>
	<p>1 2</p>	<p>3 4</p>	<p>5</p>
<p>Comments</p>			
<p>What do you consider to be your strengths?</p>	<p>Poor – unable or only just able to identify any personal or professional strengths</p>	<p>Adequate – entrant show some thought in the response and can articulate some strengths, either personal or professional</p>	<p>Excellent – entrant is able to articulate strengths, without being arrogant, and illustrates a desire to continually improve</p>
	<p>1 2</p>	<p>3 4</p>	<p>5</p>
<p>Comments</p>			
<p>Where do you feel you need to improve/develop from an industry viewpoint? How do you think you will achieve this?</p>	<p>Poor – unable or only just able to identify any personal or professional areas for development</p>	<p>Adequate – entrant shows some thought in the response and can articulate some areas for development, and has given some consideration to training, or other solutions to improve</p>	<p>Excellent – entrant is able to articulate in detail where they see a need for improvement and have considered, and taken action on making improvements already</p>
	<p>1 2</p>	<p>3 4</p>	<p>5</p>
<p>Comments</p>			
<p>What are the activities/pastimes that you are involved in outside of work/education?</p>	<p>Poor – does nothing to help create a work/life balance. Is potentially too focused on work and needs to get a life</p>	<p>Adequate – has interests that allow a reasonable work/life balance and don't interfere with work, some elements complementing work i.e., keeping fit</p>	<p>Excellent – illustrates a good balance between work and life with some activities complementing work i.e., keeping fit</p>
	<p>1 2</p>	<p>3 4</p>	<p>5</p>
<p>Comments</p>			
<p>Have you completed any small jobs/projects of your own outside of work?</p>	<p>Poor – Nothing extra done</p>	<p>Adequate – has done one or two jobs for payment or for family/friends</p>	<p>Excellent – entrant is actively doing their own work, or helping family/friends regularly with landscape work</p>
	<p>1 2</p>	<p>3 4</p>	<p>5</p>
<p>Comments</p>			

What do you think you will be doing in: <ul style="list-style-type: none"> • 2 years • 5 years 	Poor – has not thought beyond next week	Adequate – has given some thought to planning for their future and what they'd like to be doing, where they'd like to be	Excellent – is focused and has definite plans in place for their future
	1 2	3 4	5
Comments			
If you were your Boss, what would you do to improve their business?	Poor – has given no thought to this and can offer no suggestions. Seems unable to see what business practices are needed to operate successfully	Adequate – offers one or two ideas but is not able to fully articulate why the improvements should be made, or how they would be implemented	Excellent – entrant is ready to take over! Has a good range of suggestions with valid reasoning behind those ideas
	1 2	3 4	5
Comments			
Where do you think the potential growth of the landscape sector will be in the future? And what future challenges do you think the landscape industry will be faced with?	Poor – has not thought beyond their own world	Adequate – has some ideas on growth opportunities and challenges in the industry and shows some level of interest in what's going on in their own industry	Excellent – has developed ideas and thoughts about growth and challenges in the industry that illustrates they are thinking about their own future and what role they will play in it
	1 2	3 4	5
Comments			
Why do you think you were nominated for this Award?	Poor – entrant has no idea why they have been put forward	Adequate – entrant has some self-awareness of their skills and potential and has a basic understanding of why they were nominated	Excellent – entrant is confident, but not arrogant, about their skills and potential to succeed and has a full appreciation of why they were nominated
	1 2	3 4	5
Comments			
If you are successful in winning this Award what will it mean to you and how do you think it will impact on your work career?	Poor – entrant does not seem to appreciate the opportunities that arise from a win	Adequate – entrant would be thrilled to win but hasn't given much thought as to how they can use the win to good effect	Excellent – entrant has given thought to how they can capitalize on their win and sees the opportunity it presents
	1 2	3 4	5
Comments			

Out of Interest you may wish to ask.....

Have you been involved in any LV activities?
Attended Industry Nights?
Volunteered at MIFGS?
Or performed any pro-bono work?

Have you participated in any skills competitions or activities that have allowed you to demonstrate your abilities outside of normal work/RTO routines?

Any other comments, please add them here:

Judges name(s) _____

Judges Signature(s) _____

Date of Judging _____