



HeadMatcher

EXECUTIVE SEARCH SOLUTIONS

Ron James Reference Check:

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“Bill and I worked on custom content at Mind Over Eye.”(Currently working at Synchrony Studios)

1. In what context do you know the Candidate? ***“He was part of my original programing team. He was in a similar position as this STM Bags position.”***
2. Were you aware of his/her duties? ***“Yes.”***
3. Please describe their duties and responsibilities? ***“He shot, and edited by himself, he did everything and had a wide point of integration. We produced 175 episodes, sat morn tv shows and a bunch of stuff around the world, He was part of one of the teams, we also had a high end branding content business. Ron floated between two parts of the company, he would shoot stills, video, on location.”***
4. If so, what did you think of his/her work? ***“He’s great. He can do such a wide range of things. He is great at filming. Helpful on any set no matter what the cost of the shoot.”***
5. Is there anything about him that made them stand out? ***“Particularly great with clients, helpful, doesn't get frustrated, flexible.”***
6. How did he/she get along with other people? ***“Phenomenally.”***
7. What do you feel are their greatest strengths? ***“Interacting with clients and being positive to the rest of the crew.”***
8. Are there any areas where improvement could be made? ***“He needs larger opportunities.”***
9. What would you say about his ability to take on additional responsibility? ***“He is great at that.”***
10. Would you hire this person knowing that you would be putting your own reputation on the line? ***“Yes.”***

11. Would you say he/she is a team player or an individual contributor? ***“Both.”***
12. What would you say about his/her overall attitude? ***“9”***
13. What advice would you give to our hiring manager on how best to manage him so that they can be the best “POSITION” they can be? ***“They would be wise to let him flex , they can get more value from him that way.”***
14. What kind of environment would you say this individual needs to reach her/his maximum potential? ***“Let him do his thing.”***
15. Does this individual typically adhere strictly to job duties, or does s/he assume responsibilities beyond the basic, written job description? ***“He definitely does responsibilities beyond the basic, written job description.”***
16. Please comment on this person’s ability to accept constructive criticism. ***“Absolutely!”***
17. Would you consider this individual more of a task-oriented or project-oriented worker? ***“Both.”***
18. How does s/he handle interruptions, breaks in routine, and last minute changes? ***“Very Well.”***
19. How would you grade his commitment to project completion? ***“Completely committed.”***
20. How would you grade this candidate’s capacity for analytical thinking and problem solving? ***“Good.”***
21. Does this individual need close supervision to excel, or does s/he take more of an autonomous, independent approach to her/his work? ***“Doesn't need close supervision, he is very autonomous. He is a hustler.”***
22. How effective is the candidate at delivering bad news? Will he typically assume responsibilities for things gone wrong? ***“He’s good at delivering bad news.”***
23. Please grade the individual’s capacity for initiative and taking action. ***“10!”***
24. In terms of this individual’s energy level, how would you grade her/his capacity for hustle? ***“Great energy level.”***

25. How does this individual approach taking action without getting prior approval? ***“Within reason he will handle things and think on his feet.”***
26. Is it this person’s natural inclination to report to someone else for sign-off, or does he operate better with independent responsibility and authority? ***“He is very independent.”***
27. After so many years in the business, is this candidate still on a career track for which he can sustain enthusiasm? ***“Yes.”***
28. Please address the candidate’s ability to cope with significant pressures. ***“Great.”***
29. Is this individual inclined to maintain smooth and amicable relations at all costs, or is s/he more likely to show her/his teeth when faced with adversity? ***“He is good, maintains smooths relations and is amicable. He has a remarkable way with people.”***
30. Does the candidate stay open to all sides of an argument before reaching a decision, or does he get personally involved in conflicts? ***“That’s a loaded question, but yes he is open to all sides.”***

Rate _____ in the following areas: 1 being weak, 10 being strong

Organization Skills: **7.5**

Interpersonal Skills: **9.5**

Listening Skills: **9**

Creative Thinking: **8**

Technical Skills: **8**

Analytical Thinking: **8**

Time Management: **8**

Are you a tough grader? ***“Yes!”***