



HeadMatcher

EXECUTIVE SEARCH SOLUTIONS

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1. In what context do you know the Candidate? ***“Ron and I were hired two months apart from each other - as video producers. We worked on a majority of projects together”.***
2. Were you aware of his duties? ***“Yes, I worked with him for over 4 years, we have done everything from trade shows to live events to fully scripted events. We were basically on the ground floor of the MOTOR TREND YouTube channel that has picked up a lot of speed in the last few years. When the team got large enough he was directing many of his own shows, he was doing at least one month. There's a lot of things he also co directed and co produced.”*** https://www.youtube.com/watch?v=xtfdrV_KAnA
3. Please describe his duties and responsibilities? ***“Ron and a coworker took on many new projects. They went around the world and had to come up with things on the fly. His best work: “THE DOWNSHIFT” was a doc series that he and another co-worker developed, they went everywhere and produced, directed, lit, shot & planned and did everything JUST between the 2 of them. He did a lot of flashy, cut together videos for products for certain clients. He would do things like: Go to a workshop and do tours, going to race tracks, testing facilities to test products, R&D spaces and more. Original programs that was all them.”*** <https://www.youtube.com/playlist?list=PLB887FD851936DD29>
4. If so, what did you think of his work? ***“He started with not a lot of experience but he was fully capable of doing everything within a year -he learned everything from lighting, software, editing suites AVID-it's a very difficult program to learn, he learned everything about the business and was soon up to speed.”***
5. Is there anything about him that made them stand out? ***“Personality, you feel like a million bucks after you meet Ron. Everyone would love to be working with Ron.”***
6. How did he/she get along with other people? ***“Humble, great team player, fun.”***
7. What do you feel are their greatest strengths? ***“Smiling while doing whatever the team needed. You can count on him and he keep things upbeat.”***
8. Are there any areas where improvement could be made? ***“Sometimes patience, he is a bit antsy on set and liked to stick to the timeline even though we may need to stop and reassess if things come up.”***
9. What would you say about his ability to take on additional responsibility? ***“Takes on everything”***
10. Would you hire this person knowing that you would be putting your own reputation on the line? ***“Yes!”***
11. Would you say he is a team player or an individual contributor? ***“If I had to pick I would say team, for sure.”***
12. What would you say about his overall attitude? ***“Life of the party, motivating everyone.”***
13. What advice would you give to our hiring manager on how best to manage him so that they can be the best

14. What kind of environment would you say this individual needs to reach his maximum potential? ***“He is great on the field and he really takes off in a creative environment. Like minded individuals and a little creative freedom.”***
15. Does this individual typically adhere strictly to job duties, or does he assume responsibilities beyond the basic, written job description? ***“He is a team player and will always help, he will always have input and he is very open and isn't going to watch someone sink.”***
16. Please comment on this person’s ability to accept constructive criticism. ***“Very Good.”***
17. Would you consider this individual more of a task-oriented or project-oriented worker? ***“Project.”***
18. How does he handle interruptions, breaks in routine, and last minute changes? ***“This is his closest thing to a fault, he likes to keep moving along as plans but sometimes you need a 2nd set of eyes to help. But I haven't have any issues with him in this regard.”***
19. How would you grade his commitment to project completion? ***“Pretty High, a 9! A 10 being someone who will sell their family to do it.”***
20. How would you grade this candidate’s capacity for analytical thinking and problem solving? ***“Great!”***
21. Does this individual need close supervision to excel, or does he take more of an autonomous, independent approach to her/his work? ***“He can take a project and go, no problem.” “He can easily hand in 99% of a project that he has done on his own.”***
22. Please grade the individual’s capacity for initiative and taking action. ***“We were releasing an episode every day we never missed a deadline. He gets it done.”***
23. In terms of this individual’s energy level, how would you grade his capacity for hustle? ***“Very Good!” “We obtained unattainable deadlines for years doing shows once a day for two years.”***
24. How does this individual approach taking action without getting prior approval? ***“Depends on the scenario, he wouldn't spend money without approval but if on location & no release for a shoot or something and he needed it he would get it on his own.”***
25. Is it this person’s natural inclination to report to someone else for sign-off, or does s/he operate better with independent responsibility and authority? ***“Well, we all report to someone, in regard of a vague description he can do that on his own. He doesn't need a micro manager to help his projects along.”***
26. After so many years in the business, is this candidate still on a career track for which s/he can sustain enthusiasm? ***“When I last worked with him at Mind Over Eye, he was branching out and trying to do more with the things related to this job and what he had learned, he definitely had a drive to keep going in his industry.”***
27. Please address the candidate’s ability to cope with significant pressures. ***“7-8, He is generally pretty supportive, this falls in with the deadlines one. He can adapt and change so when something comes up he will charge in headfirst and not complain. I don't think I have ever heard him complain about something.”***
28. Is this individual inclined to maintain smooth and amicable relations at all costs, or is he more likely to show her/his teeth when faced with adversity? ***“The only thing you will see is a big glowing smile!”***

29. Does the candidate stay open to all sides of an argument before reaching a decision, or does he get personally involved in conflicts? *“I’d say he is a little loyal to a fault so depending on who is having the disagreement. He may take sides of whomever is supporting him, but I think that is something we all do.”*
“He is not an aggressive person, listens to everyone.”

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

Organization Skills: **7 or 8**

Interpersonal Skills: **10**

Listening Skills: **9**

Creative Thinking: **8 or 9**

Technical Skills: **7 or 8**

Analytical Thinking: **8 or 9**

Time Management: **8**

Are you a tough grader? *“I am pretty critical, so yes I’d like to say I am.”*