



HeadMatcher

EXECUTIVE SEARCH SOLUTIONS

Reference Check: Ron James

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In what context do you know the Candidate?

“Ron and I worked on an editorial project ([Travis Pastrana - Dodge Dart](#)) and custom content project ([Fox Racing Shox](#))”.

Were you aware of his/her duties?

“I hired him for both projects. I met Ron through his brother Andy who I previously did work with.”

Please describe their duties and responsibilities?

“The beauty of RJ is that he can do it all. No ego with going out in the dirt (dessert) to get the shot all the way thru completion. You can throw a lot at him and he will get it all done.”

If so, what did you think of his/her work?

“RJ shot the car going over bumps to show the shocks at work and we sold it to Fox. I told him my vision and he took it and executed it.”

Is there anything about him/her that made them stand out?

“Yes. There is no arguing with or push back from RJ. He seems to enjoy doing his work and he is easy to work with.”

How did he/she get along with other people? ***“Are you kidding?! Everyone LOVES RJ!***

Positive attitude and always gets it done. A lot of people joke around but he takes every aspect and communication throughout the project seriously and professionally.”

What do you feel are their greatest strengths?

“Really good behind the camera and being neither seen, nor heard. He can sit behind the scenes and not part of the problem/action and he is able get the shot. He works around the clock and hustles.”

Are there any areas where improvement could be made?

“The only thing I would say is that maybe he should ask more questions. Sometimes he is very apt at deducing what I need or maybe he works too hard to figure it out. It could be positive or negative but he never **ed it up so I guess he didn’t need to ask a lot of questions but it wouldn’t hurt if he did.”***

What would you say about his/her ability to take on additional responsibility?

“I think he is hungry. I think other employers have taken advantage of his hunger and work ethic and they burned him out (at Petersons) with the amount of travel.”

Would you hire this person knowing that you would be putting your own reputation on the line?

“Of course. I don’t hire anyone again unless they deliver.”

Would you say he/she is a team player or an individual contributor?

“Definitely a team player.”

What would you say about his/her overall attitude?

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

Organization Skills: **8 or 9**

Creative Thinking: **7 or 8** *He could challenge himself.*

Technical Skills: **“With FOX it was very technical and complex and he nailed it.”**

Analytical Thinking: **“Specific to his craft he is analytical”.**

Time Management: **“High Marks always delivers before/on deadline”.**

Listening skills: **9**

Are you a tough grader? **“Yes!”**

What advice would you give to our hiring manager on how best to manage him/her so that they can be the best “POSITION” they can be? **“The iron fist does not work well with RJ. Relaxed demeanor, polite approach, Positive environment. I think he lacks a little confidence and needs to doubt himself less. Millennial’s need more love”.**

1. What kind of environment would you say this individual needs to reach her/his maximum potential? **“Supportive and leading him by example. Not mean criticism. He appreciates learning how he could he have done it better in a positive way.”**
2. Please comment on this person’s ability to accept constructive criticism. **“He can take it, no doubt about it.”**
3. How would you grade her/his commitment to project completion? **“O time when you need it.”**
4. Does this individual need close supervision to excel, or does s/he take more of an autonomous, independent approach to her/his work? **“He does not need to be babysat.”**
5. How effective is the candidate at delivering bad news? Will s/he typically assume responsibilities for things gone wrong? **“He will assume responsibility but maybe not give you the depth of how bad it is. He does not want to disappoint”.**
6. Please grade the individual’s capacity for initiative and taking action. **“He is always hustling.”**
7. How does this individual approach taking action without getting prior approval? **“He will take the lead as necessary”.**