



Triangulated Interview Decision Alignment Script: Interview Excellence Partnership (IEP)

FLIP26 Commitment: Fairness, Love, Integrity, Partnership

Decision-Alignment Script for Interviewers

Step 1: Open the Alignment Conversation

Let's take a few minutes to align on what we observed before jumping to a decision.

Step 2: Share Observations First (Not Opinions)

Here's what I observed related to the role requirements...

Each interviewer should reference:

- Specific behaviors
- Responses to key questions
- Reliability and leadership signals

Avoid labels like "I liked them" or "good fit."

Step 3: Assess Role Alignment

"Based on what we saw, how well does this candidate align with what this role actually requires today?"

Anchor back to:

- Role criteria
- Leadership expectations
- Team and business needs

Step 4: Surface Differences Early

Are there any concerns or gaps we should talk through before deciding?

Disagreement is expected. Silence is not alignment.

Step 5: Decide Together

Based on everything we've discussed, are we aligned to move forward, pause, or not proceed?

The outcome must be one of three:

- Move forward
- Pause / additional data needed
- Do not proceed

Step 6: Close with Accountability

Let's make sure our decision and rationale are documented so we're aligned going forward.

