



Triangulated Interview Play Card: Interview Excellence Partnership (IEP)

FLIP26 Commitment: Fairness, Love, Integrity, Partnership

BEFORE THE INTERVIEW

- ☐ Confirm role requires triangulated interview
- ☐ Identify **2+ WhiteWater interviewers**
- ☐ Confirm interviewers are not all from the same site
- ☐ Confirm interview guide to be used
- ☐ Confirm format (in-person or virtual)

If any box is unchecked, do not proceed.

DURING THE INTERVIEW

- ☐ Standard interview guide used
- ☐ Interviewers take independent notes
- ☐ No coaching, selling, or overrides occur
- ☐ Candidate receives consistent experience

AFTER THE INTERVIEW (REQUIRED)

- ☐ All interviewers complete scorecards
- ☐ Alignment discussion held (10–15 minutes)
- ☐ Decision reached jointly:
 - ☐ Move Forward
 - ☐ Pause for More Data
 - ☐ Do Not Proceed

IF ALIGNMENT IS NOT REACHED

- ☐ Pause the process
- ☐ Identify what is unresolved (capability, reliability, leadership, readiness)
- ☐ Escalate to HR if needed
- ☐ No offer extended without resolution

DOCUMENTATION

- ☐ Scorecards saved in JazzHR
- ☐ Decision and rationale documented
- ☐ Triangulation confirmed with form uploaded to JazzHR

FINAL CHECK

- ☐ Would we defend this decision six months from now?

If no, pause.

