

### Pharmacy Team Member Evaluation Form

Criteria	Description	Score (1-10)	Comments
<b>Standard Qualifications</b>			
Education	Level of education		
Master / PhD	Further education		
Languages			
Professional/Experience	Any previous experience		
.....	.....		
<b>Technical Skills</b>			
Pharmacy Knowledge	Understanding of medications, interactions, and general pharmacy operations		
Product Knowledge	Familiarity with the range of products offered in the pharmacy		
.....	.....		
<b>Interpersonal Skills</b>			
Friendliness	Ability to engage warmly with customers and team members		
Communication	Clarity in conveying information, listening skills		
Conflict Resolution	Approach to handling disagreements or issues		
.....	.....		
<b>Problem-Solving Ability</b>			
Initiative	Proactiveness in suggesting improvements or solutions		
Analytical Thinking	Ability to analyze situations and make informed decisions		
.....	.....		
<b>Cultural Fit</b>			
Alignment with Pharmacy's Values	Resonance with the ethos and principles of the pharmacy		
Team Collaboration	Ability to work harmoniously with other team members		
.....	.....		
<b>Additional Criteria</b>			
Flexibility	Willingness to adapt to changing schedules, roles, or responsibilities		
.....	.....		

#### Instructions for Evaluators:

- Score each criterion on a scale of 1 to 10, with 1 being the lowest and 10 being the highest.
- Provide specific comments or observations to justify the score.
- Consider both the interview performance and the information provided in the candidate's CV/profile.
- After completing the evaluation, discuss with fellow interviewers (if any) to arrive at a consensus.

\*This form can be customized further based on specific roles within the pharmacy or any additional criteria deemed essential by the pharmacy's management

pharmanaging.com