

2018 Landscaping Victoria Master Landscapers Industry Awards Rising Star Interview Sheet

Entrant Name

Interview Date
RESULT ____ / 200

Questions – General										
Why did you get into landscaping? <ul style="list-style-type: none"> How did you go about entering the industry? What were you looking for? 	Poor – entrant is unable to articulate why they made the decision, illustrates little interest in the reasoning behind the decision	Adequate – entrant describes why they made the decision well, and articulates reasonably well how they came about making certain decisions	Excellent – answers question articulately and shows well thought out reasoning as to why they chose the industry. Additionally, shows that in other ways they made deliberate decisions							
	1 2 3 4	5 6 7 8	9 10							
Comments										
Work History / Experience What have been your career highlights to date?										
	1	2	3	4	5	6	7	8	9	10
Comments										

Finances/Systems										
What is your weekly break-even?										
	1	2	3	4	5	6	7	8	9	10
What was your profit last Financial Year?										
	1	2	3	4	5	6	7	8	9	10

What do you spend on wages?										
	1	2	3	4	5	6	7	8	9	10
Explain your current business set up <ul style="list-style-type: none"> • Systems • Services 	Poor – entrant’s business lacks processes or direction				Adequate – there is room for improvement. They have difficulties with some areas of the business but others are working well			Excellent – entrant describes a well set up business with relevant and functional systems in place that work for the entire team		
	1	2	3	4	5	6	7	8	9	10
Finance Comments										

Personal/Professional Development										
What do you consider to be your strengths, and why?	Poor – unable or only just able to identify any personal or professional strengths				Adequate – entrant show some thought in the response and can articulate some strengths, either personal or professional			Excellent – entrant is able to articulate strengths, without being arrogant, and illustrates a desire to continually improve		
	1	2	3	4	5	6	7	8	9	10
Comments										
Have you identified areas of opportunity within your business? What are they? How do you plan to capitalise on them?	Poor – unable or only just able to identify any personal or professional areas for development				Adequate – entrant shows some thought in the response and can articulate some areas for development, and has given some consideration to training, or other solutions to improve			Excellent – entrant is able to articulate in detail where they see a need for improvement and have considered, and taken action on making improvements already		
	1	2	3	4	5	6	7	8	9	10
Comments										
What are your current goals? <ul style="list-style-type: none"> • Short term • Long term Describe the actions required to achieve these goals	Poor – has not thought beyond next week				Adequate – has given some thought to planning for their future and what they’d like to be doing, where they’d like to be			Excellent – is focused and has definite plans in place for their future		
	1	2	3	4	5	6	7	8	9	10
Comments										

Describe your most difficult client/project and the outcome	Poor – entrant either is lying (we ALL have had difficult clients) or describes a situation that was very poorly handled. Continued reactions like this will not bode well for the business	Adequate – entrant explains a reasonably well-handled scenario, but they could have managed it better. Add points if they recognize this themselves	Excellent – entrant managed a particularly bad situation to a suitable outcome for all parties, OR possibly scores highly here if they have never let a situation escalate over what they can handle
	1 2 3 4	5 6 7 8	9 10
Comments			
What are the challenges you face in your business?	Poor – has a raft of issues many of which need to be addressed immediately, OR answers with little to no information (every business has challenges)	Adequate – is able to identify many common challenges as well as some of their own specific ones. Also illustrates some action has been taken to overcome these challenges	Excellent – know exactly what their challenges are and has plans in play to address them
	1 2 3 4	5 6 7 8	9 10
Comments			

People & Culture											
Have you completed any volunteer / probono work?											
	1	2	3	4	5	6	7	8	9	10	
Comments											
Describe where your leadership/extra activities have been displayed											
	1	2	3	4	5	6	7	8	9	10	
Comments											

If you have staff, describe the programs you have in place to develop Culture and Teamwork	Poor – does not address Culture or Teamwork aside from mandatory OH&S requirements	Adequate – has a few programs to encourage leadership, and to develop staff skills	Excellent – runs a great team who are supportive back to the business because they enjoy a well-rounded program of personal and professional development
	1 2 3 4	5 6 7 8	9 10
Comments			
What are the biggest challenges you face with respect to staff and how do you manage those challenges?	NOT APPLICABLE IF ANSWER TO ABOVE QUESTION IS 'NO' REDUCE TOTAL POINTS BY 10 Poor – doesn't recognize staff issues	Adequate – understands a variety of challenges arising from having staff and is working to address them	Excellent – clearly identifies a range of staffing issues and has support/programs/ways to manage the staff involved
	1 2 3 4	5 6 7 8	9 10
Comments			

Industry Focus			
What has your experience with LV been to date? <ul style="list-style-type: none"> Attendance at events Training Other – judging, assessing, committees etc 			
	1 2 3 4	5 6 7 8	9 10
Comments			
Do you have plans to become involved in the running/workings of LV? <ul style="list-style-type: none"> Board Committees 	Couldn't care less – happy to pay subs and get the logo	Expresses interest in joining a committee or getting involved in some capacity – judge, assessor, mentor, MIFGS etc.	Has ambitions to be President one day!
	1 2 3 4	5 6 7 8	9 10
Comments			

Where do you want to be? <ul style="list-style-type: none"> • In 5 years • In 10 years • In 20 years 	Poor – entrant has not put any thought into the future plans for themselves or their business. Will be working till they drop dead	Adequate – Has some plans that they can suitably discuss, but could perhaps look a little further, or have more developed ideas	Excellent – has a clear vision of where they want to be, what they will be earning, and what the company structure will be. (Will retire comfortably by 55!)
	1 2 3 4	5 6 7 8	9 10
Comments			
What future challenges do you think the landscape industry will be faced with?	Poor – has not thought beyond their own world	Adequate – has some ideas on growth opportunities and challenges in the industry and shows some level of interest in what's going on in their own industry	Excellent – has developed ideas and thoughts about growth and challenges in the industry that illustrates they are thinking about their own future and what role they will play in it
	1 2 3 4	5 6 7 8	9 10
Comments			
Where do you feel you need to improve/develop from an industry viewpoint? How do you think you will achieve this?	Poor – unable or only just able to identify any personal or professional areas for development	Adequate – entrant shows some thought in the response and can articulate some areas for development, and has given some consideration to training, or other solutions to improve	Excellent – entrant is able to articulate in detail where they see a need for improvement and have considered, and taken action on making improvements already
	1 2 3 4	5 6 7 8	9 10
Comments			