

# The 5-2-1 Hiring Scorecard

Trial five people on one task. Score them the same way. Keep the one or two who actually clear your bar.

Instead of hiring one person, waiting months to see if they work out, and starting over when they don't — trial **five** at once on the **identical** paid test task (\$50–500 each) and let the results pick the winner.

List your five candidates. For each, **tick one box in each of the four scored columns**, then add the row. Boxes run darkest on the left (worst) to white on the right (best) — a candidate with lots of dark ticks is a lots-of-problems hire.

| #                                  | CANDIDATE | 1. FOLLOWED THE BRIEF                                     |                          |                          | 2. QUALITY VS. YOUR BAR  |                          |                          | 3. TURNAROUND            |                          |                          | 4. COMMUNICATION         |                          |                          | ROW TOTAL |
|------------------------------------|-----------|-----------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-----------|
|                                    |           | Ignored parts<br>3                                        | Mostly<br>2              | Exactly<br>1             | Below<br>3               | Meets<br>2               | Above<br>1               | Late<br>3                | On time<br>2             | Early<br>1               | Had to chase<br>3        | Fine<br>2                | Proactive<br>1           |           |
| 1                                  |           | <input type="checkbox"/>                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |           |
| 2                                  |           | <input type="checkbox"/>                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |           |
| 3                                  |           | <input type="checkbox"/>                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |           |
| 4                                  |           | <input type="checkbox"/>                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |           |
| 5                                  |           | <input type="checkbox"/>                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |           |
| LOWEST ROW TOTAL = YOUR ROCKSTAR → |           | SCORE EACH CANDIDATE ACROSS, THEN RANK BY ROW TOTAL BELOW |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          | 4–12      |

### HOW TO READ IT

**The 5** — trial five candidates on the **same** paid task. Different tasks and you can't compare like for like, so you never learn what "good" looks like for the role.

**The columns** — tick one box per column. Darkest boxes are the worst answer and score 3; white scores 1. The same score is the same shade in every column, so you can add a row by scanning for the dark ticks.

**The 2 and the 1** — add each row (4 = flawless, 12 = a dud). The **two lowest totals** are your real hires. The **single lowest** is your rockstar. Everyone else didn't pass the test — cut them, don't "keep them in mind."

### WHAT THE TEST COST YOU

5 candidates × \_\_\_\_\_ per test = \_\_\_\_\_

Spent once now instead of bled over months of hiring one dud at a time.

### YOUR KEEPERS — TWO LOWEST ROW TOTALS

1 (rockstar). \_\_\_\_\_ (\_\_\_\_)

2 (backup). \_\_\_\_\_ (\_\_\_\_)

Everyone else: cut.

**The one rule that makes this work:** every candidate gets the exact same task, briefed the exact same way. That's the only way the scores mean anything.