**General Questions for All Firms**

1. Based on information provided and available to you at this time, what do you see as the major opportunities and challenges with this search?
2. Describe your vetting process for determining which candidates to initially bring forward, which ones to interview in person, and which ones to narrow down for the final selection.
3. How does your firm assess an individual’s emotional intelligence, interpersonal skills and cultural competencies to determine whether they would be a good organizational fit for DHIC?
4. Tell us more about how you involve internal stakeholders. What role, if any, does the existing CEO play in your ideal search process? What about key staff members?
5. DHIC is an organization with deep roots in the community. We have some helpful assessment materials already, but how might you envision a right-sized engagement process with key stakeholders to make sure our direction for this position is aligned with community expectations?
6. Can you provide some (additional) examples of searches you’ve conducted where you were able to attract a truly diverse range of candidates? What are the success factors here?
7. What have you learned from failed searches, and how have you changed your process or advice to clients to minimize failure?
8. Can you briefly walk us through your fee proposal to confirm what is/is not included, as well as where you might have flexibility?