

# Operation Christmas Child

## “Seven C’s” Analysis

High Impact Volunteer Principles © Newell and Associates



Candidate's Name: \_\_\_\_\_ Position: \_\_\_\_\_

Poor

Average

Excellent

---

**Calling**            1   2   3   4   5   6   7   8   9   10  
What we love to do and do really well

---

**Character**            1   2   3   4   5   6   7   8   9   10  
Having a strong developed Christian character

---

**Compatibility**            1   2   3   4   5   6   7   8   9   10  
What this candidate will bring to the team

---

**Competency**            1   2   3   4   5   6   7   8   9   10  
Demonstrated skills that best predict future performance

---

**Commitment**            1   2   3   4   5   6   7   8   9   10  
Demonstrated commitment in previous volunteer positions or other areas

---

**Condition**            1   2   3   4   5   6   7   8   9   10  
Mental, physical, and spiritual readiness to serve

---

**Consistency**            1   2   3   4   5   6   7   8   9   10  
Responses and actions should remain consistent throughout the interview process