

## Assessing candidates for the Affiliate-selected Board seats of the Board of Trustees

We will soon be able to cast our vote on ASBS candidates.

In 2016 Wikimedia Nederland developed and used an easy-to-use tool to assess the candidates. We want to share this tool with all the affiliates, in particular the user groups that take part in the ASBS elections for the first time.

The tool is a matrix where the candidates are listed on the vertical axis and the demands (wishes, requirements, criteria) are listed on the horizontal axis. The assessment takes place in the form of ++, +/-, +, -. The more ++ and + the higher the ranking.

Demands	Candidates					
	Example	Candidates				
		A	B	C	D	etc
Engaged in the community, including project work for chapters and user groups	++					
Effective communicator, emphatic, approachable, trustworthy	+					
Governance experience. Proven track record in leading positions	+/-					
Must understand technical issues, sees the chances that technology can bring	-					
Strong voice in strategic discussions. Able to set clear goals, taking position, defending point of view, but also willing to compromise in order to come to a decision	+					

The demands are not fixed. Every affiliate can replace the demands and insert the demands that they feel are important. These demands can also be very personal, f.e. “speaks English” or “background in minority communities”. The suggestion is to make the list not too long and to set requirements that are objectively ascertainable.

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