Ditzler

Interview Questions



Applicant Name LEAH EASTER 5-minute presentation Fell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit. Syears experience High 1. If you are hired for this position and are Low 1 still here five years from now, how do you think the organization will be different? more communications with all entities of the industry 2. What is the most difficult decision that (5)High Low you have made in your career and what did you learn from it? 3. As a manager, a major role you play is as Low 1 a "decision maker" or "problem solver". What process do you use to make critical decisions? 4. Managing requires motivating employees High Low as well as accomplishing tasks. Give us an example of how you have motivated your employees. 5. Tell me about a time when you solved one High Low 1 problem but created others? What did you learn?

6. What are your short-term and long-term career goals?	Low	1	2	3	4	(5)	High
Team-Team							
7. What have you done in your career that you are most proud of?	Low	1	2	3	4	(5)	High
8. What would you have liked to do more of in your last position? What held you back?	Low	1	2	3	4	Ī	High
9. What three things are most important to you in a position?	Low	1	2	3	4	3	High
10. What is your own philosophy of management and how would you describe your management style?	Low	1	2	3	4	(5)	High
Treat all equal							

Interview Questions



High

High

High

High

5-minute	presentation	

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you 4are a good fit.

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Experience en outer agencies

2. What is the most difficult decision that you have made in your career and what did you learn from it?

2 children 8 : 16 - Divorce

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

seek information to make decisions,

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Treat respectfully to staff

5. Tell me about a time when you solved one problem but created others? What did you learn?

Low

Low

Low

3

High

Why did you apply for both fositions?

6. What are your short-term and long-term career goals?	Low	1	2	<u>3</u>	4	5	High
7. What have you done in your career that you are most proud of?	Low	1	2	3	À	5	High
8. What would you have liked to do more of in your last position? What held you back?	Low	1	2	(3)	4	5	High
9. What three things are most important to you in a position? Lead Support Respect	Low	1	2	3	(4)	5	High
10. What is your own philosophy of management and how would you describe your management style? Knowing what the different entities do and see ways to bring together — Trasperancy—	Low	1	2	3	4	5	High

DHolor

Interview Questions

Direiei					((24)		
5-minute presentation		App	olicant Na	ame J	IANIE F	IUGGI	NS
ell us what you know about the Nevada State are a good fit.	Board of	f Cos	metolo 3	gy and	d why y	ou bel	ieve you
1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?	Low	1	2	3	4	5	High
Stronger Better 2. What is the most difficult decision that you have made in your career and what did you learn from it?	Low	1	2	(3)	4	5	High
3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?	Low	1	2	3	4	5	High
Logic							

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your

employees.

gratitude and valued

5. Tell me about a time when you solved one problem but created others? What did you learn?

Keep moving toward

Low 1 2

Low 1

High

High

6. What are your short-term and long-term career goals?	Low	1	2	<u>(3)</u>	4	5	High
see the agency sucred							
7. What have you done in your career that you are most proud of?	Low	1	2	3	4	5	High
Changing testing companies							
8. What would you have liked to do more of in your last position? What held you back?	Low	1	2	3	4	5	High
Future education							(
9. What three things are most important to you in a position?	Low	1	2	3	4	5	High
Learn — support growth — diversity—							
10. What is your own philosophy of management and how would you describe your management style?	Low	1	2	3	4	5	High
Communicate Gual Understood							

DHzler

Interview Questions



High

High

5-minute	presentation	

Applicant Name DORY MIZARACHI

rell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

Low

Low

Low

Low

1

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Inovative -Best Practice Tech advances

2. What is the most difficult decision that you have made in your career and what did you learn from it?

going back to school not take the easy way

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

research methodical companied

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

opendoor policy Provide tools Leducation morale

5. Tell me about a time when you solved one problem but created others? What did you learn?

Low

1

2

3

(5)

High

High

6. What are your short-term and long-term career goals?	Low	1	2	3	4	5	High
no short term Being a good manager Contribute						_	
7. What have you done in your career that you are most proud of?	Low	1	2	3	4	(5)	High
growing adying program preparing students better							
8. What would you have liked to do more of in your last position? What held you back?	Low	1	2	3	4	5	High
being in a position where you can not progress							C
9. What three things are most important to you in a position?	Low	1	2	3	4	(3)	High
Transparancy Ethics Communication							
10. What is your own philosophy of management and how would you describe your management style?	Low	1	2	3	4	(5)	High
Communicate. Make fast decisions Being Diplomatic							
Derig Dipromone							

- I member
hoard Member dupty Interview Questions
Applicant Name: Huggins, Jane All
5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.
Experience from working neal
y
1- Low 2 3 4 5- High
1. If you are hired for this position and are still here five years from now, how do you think the organization will be different? Office of this position and are still here five years from now, how do you think the organization will be different?
1- Low 2 3 4 5- High
2. What is the most difficult decision that you have made in your career and what did you learn from it? Charging Careers
1- Low 2 (3) 4 5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?
Vair - Clar Uninkina
1- Low 2 3 (4) 5- High
4. Managing requires motivating employees as well as accomplishing tasks. Give us an
example of how you have motivated your employees.
Aratotada Dagraguela (Man Sta CC)
gratitude - Appieciate the Staff
1 Lovy 2 2 5- High
1- Low 2 3 (4 5- High
5. Tell me about a time when you solved one problem but created others? What did you
learn?
Straight forward
1- Low 2 3 4 5- High

6. What are your short-term and long-term career goals?	
To be successful	
1- Low 2 3 4	5- High
7. What have you done in your career that you are most proud of?	
7. What have you done in your career that you are most proud or.	
accomplishments here a state board of Cosmo	
J	
1- Low 2 3 4	5
8. What would you have liked to do more of in your last position? What h	eld you back?
State Course-contrat - More education	
1- Low 2 3 4	5- High

•

9. What three things are most important to you in a position?
growth - Career ephancement
2. diversity =
Z.
1- Low 2 3 4 5- High
10 W/h - 4 i 1 i 1
10. What is your own philosophy of management and how would you describe your management style?
Communation and fairness
white tay the contract of the
1- Low 2 (3) 4 5- High
Overall Score:

Execlific

Interview Questions

Applicant Name: Mc Panald Steven App 14

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.
1- Low 2 3 4 5- High

	red for this position tion will be differen	and are still here first?	ve years from now,	how do you think
1- Low	2	3	4	5- High

2. What is the learn from it		ion that you have m	ade in your career a	nd what did you
				1. (
1- Low	2	3	4	5- High

3. As a manager process do yo	, a major role you pl u use to make critic	ay is as a "decisional decisions?	on maker" or "proble	em solver". What
1- Low	2	3	4	5- High
	quires motivating em ow you have motiva		s accomplishing task es.	cs. Give us an
1- Low	2	3	4	5- High
5. Tell me about learn?	a time when you so	lved one problem	but created others?	What did you
1- Low	2	3	4	5- High

.

,

6. What are yo	our short-term and lo	ng-term career	goals?		
				-	
				4	
1- Low	2	3		4	5- High
		.1			
7. What have	you done in your car	eer that you are	e most proud	01?	
1- Low	2	3		4	5 1
8. What would	l you have liked to d	o more of in v	our last position	on? What held	vou back?
1- Low	2	3		4	5- High

,

9. What three	things are most	important to	you in a pe	bitton.			
1- Low	2		3	4			5- High
10. What is you	ır own philosop	ohy of mana	gement and	how would	you des	cribe yo	our
10. What is you managemen		ohy of mana	gement and	how would	you des	cribe yo	our
		ohy of mana	gement and	how would	you des	cribe yo	our
		ohy of mana	gement and	how would	you des	cribe yo	our
		ohy of mana	gement and	how would	you des	cribe yo	our
		ohy of mana	gement and	how would	you des	cribe yo	our
		ohy of mana	gement and	how would			our 5- High
managemen	t style?	ohy of mana					
managemen	t style?	ohy of mana					
managemen	t style?	ohy of mana					

Interview Questions 5-minute presentation Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit. 5- High 1-Low 2 3

the organization	will be different?			
1- Low	2	2	1	5- High

2. What is the	most difficult decision	on that you have ma	ade in your career a	nd what did you
learn from i	t? ,			
Versonal	- DIVOYCE			
Prosessional	- firing 12	difficult		
	1119	- (Horelet		
				/
1- Low	2	3	4	5- High

3. As a manager, a major role you play is as a "decision process do you use to make critical decisions?	on maker'' or "proble	m solver". What
1- Low 2 3	4	5- High
4. Managing requires motivating employees as well as example of how you have motivated your employees		s. Give us an
Ny ne conmunication		
Part of Bigger Picture		
Treat People with heapest		
1- Low 2 3	4	5- High
5. Tell me about a time when you solved one problem learn?	but created others?	What did you
Went up against the Hoad		
1= Low 2 3	4	5- High

:

6. What are your short-term and long-term career goals?
work Here a
Stay Here
1- Low 2 3 4 5- High \ /
7. What have you done in your career that you are most proud of?
Appointed by the CEO of Nevada
TO POLITICE NY FIVE CEO OF THE WALLET
to work post with the citizens of the state
Why I was of the
1- Low 2 3 4 5
8. What would you have liked to do more of in your last position? What held you back?
tronged em ploness
3 patrers could notagree - held back
The state of the s

5- High

1- Low

9. What three t	things are most impo	ortant to you in a po	sition?	
to lea	d			
20	coopt			
Res	sect			
1/2/	100			
				/
	4			
1- Low	2	3	4	5- High

. . . .

10. What is you management		f management and l	now would you desc	cribe your		
-Teap	player &	De Knowl	edgeable			
he abi	De able to Communcate					
Team Management - Transportentery						
1- Low	2	3	4	5- High		

Overall Score:		

Interview Questions Applicant Name: Easter, Leah 5-minute presentation Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit. 5- High 1-Low 2 1. If you are hired for this position and are still here five years from now, how do you think the organization will be different? 5- High 1-Low 2 3 4 2. What is the most difficult decision that you have made in your career and what did you learn from it?

3

5- High

1-Low

2

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What	.t
process do you use to make critical decisions?	
Ask questions	
1- Low 2 3 4 5- High	
4. Managing requires motivating employees as well as accomplishing tasks. Give us an	
example of how you have motivated your employees.	
more weeting - like luncher on alluman	
•	
1-Low 2 3 4 5-High	
5. Tell me about a time when you solved one problem but created others? What did you learn?	
town Hall - Looking to solve more problem	
	—
1- Low 2 3 4 5-High $\sqrt{}$	<u>/_</u>

	our short-term and lo	ong-term career	goals?		
New	ventures				
1- Low	2	3		4	5- High
	<u> Program de la Servició de Se</u>	4	<u> </u>	<u> </u>	And the second s
	you done in your car ashou O Mile	7		101?	
rust 404	ather a gra	UT IGUI			
1- Low	2	3		4	5
8. What would	l you have liked to	do more of in y	our last posit	ion? What h	eld you back?
- talked	about low	M) Hall	-COM	unation	7
					-
1- Low_	2	3		4	5- High

9. What three thin	gs are most impo	ortant to you in a pos	ition?	
1. BSORIC 409	3 / - 44	ede linside.	The Agencia	
	01. 551			
2 Think Cik	in			
11101000				
				/
1- Low	2	3	4	√5- High

management style? Team Playex	
tan fajel	
· ·	
1- Low 2 3 4	5- High

Overall Score:		

lawyer with experience -

Interview Questions

Applicant Name: Mizrachi, Jory App 70

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.
experience from previous position
1- Low 2 3 4 5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?
better System
1- Low 2 3 4 5- High

2. What is the most difficult decision that you have made	e in your career a	nd what did you
learn from it?		
going back to school and ki	rowing for	2
Can achive pale things		
1- Low 2 3	4	5- High

3. As a manag	ger, a major role you	play is as a "dec	ision maker'	or "proble	m solver". What
process do	you use to make crit	ical decisions?	<u> </u>		
9	<u> </u>	7			
nescaro	ner organ	nized			
	, ,				
74sten 4	on decision	Making			
					
1- Low/	2	3	<u> </u>	4	5- High
					
	requires motivating	- •	_	lishing tasks	s. Give us an
example of	how you have moti	vated your emplo	yees.		
- 9 pen	DOGA 90 (<u>cq</u>			
I lahin	10 1- 1- 01				
11ster 1	3 to Jean 10				
					
(/17)			en e		E TT:-L
(/ 1- Low	2	3	<u> </u>	4	5- High
5 Tall me abo	out a time when you	solved one probl	em hut creat	ed others?	What did you
learn?	out a time when you	sorved one proof	em bui creat	ca omers:	What are you
icam:					
Salvo	the Oppler	and Step	al la	10 (11.0	Chis.
	THE HENRY	· UNIC ATTY	Y 111 TO	UU THE	
1- Low	2	3		4	5- High
T- LOW		<u> </u>		<u> </u>	/ Jangu

!

6. What are your short-term and long-term career goals?
fulfilled Short term gods.
Passion for helping People still grover
1- Low 2 3 4 5- High
7. What have you done in your career that you are most proud of?
Growing a dying from program - single harded
1- Low 2 3 4 5
8. What would you have liked to do more of in your last position? What held you back?
Warna do mone
1- Low 2 3 4 5- High

,

•

9. What three th	ings are most importa	ant to you in a p	osition?	
1. Trans	paveney			
2. Comm	unication			
200				
3.4 rotes	Stonalisa		A	
1- Low	2	3	(4)	5- High

10. What is you managemen		of management and	d how would you des	scribe your
Ofeno	tool Roley	- Reagle	water	
neskarc	h			
			. 6	
1- Low	2	3	4	5- High

Overall Score:		

Interview Questions Wolly O'Byant

Applicant Name: Dom Mizrachi ED

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you				
are a good fit.				
- goals of board w/ public				
- Acensing testing Edu				
- current position is in alimnment w/ board's Mission.				
- program admin 2 curriculum				
- PBI board member				
- current position directly translates to boards mission				
1- Low 2 3 (4) 5- High				

	for this position and are still here five years from now, how do you think will be different?
- more unova	five
- Better prac	tices in line w/ purisdiction
- tedinologice	N advances
- pronde V	alue
•	
1- Low	2 3 4 6- High

2. What is the most difficult decision that you have made in your career and what did you				
learn from it?				
- going back to school as and adult & sment				
- teaune son dedication à drue				
- Burgest risk die to smake mon				
- imposte on navelne a scared of failure				
- grad for taking the risk				
3				
1- Low 2 3 4 5- High				

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?
- researcher and comparing laws and examining
- methodical) see things and marke it streamline
- much consideration needs to be had to go funored with
1- Low 2 3 4 5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.				
- opendoor policy - contact and comments.	any time.			
- provide tuen Wedupotron	9			
- War thonam milberne together				
- Ustoner 5KILLS and adaptability.				
- listen my to people				
1- Low 2 3 4	5-High			

5. Tell me about a time when you solved one problem but created others? What did you
learn?
- disenving instructor needed to be removed mid semester
- Dicked up the class
- took it wk by WK to adapt and help students
- adapanility and resilliency to have a good afficure
- nent Miny to do
1- Low 2 3 (4) 5- High

6. What are your short-term and long-term career goals?						
- Gulfilled	- Gulfilled short term goals generation					
Cant	mue Career	patm				
- Commi and	1 controbute	to perole a	nd societies			
- and walk	- and walker to What army is being done					
and victor 10 street ever seen y see						
1- Low	2	3	(4)	5- High		

7. What have you done in your career that you are most proud of?
- growing unit's drying program Cofold
- bringing hullians of & to univ
- redución ed the amentum.
and learny.
1- Low 2 3 4 (5)

8. What would you have lik	ed to do more of in you	r last position? Wh	at held you back?
- Taking aposition	ant of school	I lead to	not being
tenured professo	(,		7
- She's at the cell	ng.		
1- Low 2	3	4	5-High

9. What three things are most important to you in a position?					
- commun	- communication #1				
- professi					
- integrat	w ethics	and maral			
8	1				
1- Low	2	3	4	5 High	

10. What is your own philosophy of management and how would you describe your management style?					
- open door					
- extractive	communica	Auen	- being	diplomatic	
- I yawe begg	ny heard		W - V 10	Little of	
- research	1 decision	making sky	115		
- collabox at	on wother	5			
-take adv	ice and o	Digions as	afrers		
1- Low	2	3	4	5-High	

Overall Score: 5	D		

Interview Questions

molly asymm

Applicant Name: Steven D. McDonald



5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you
are a good fit.
-appointed by 2 gors
- Many agencies experience
- DEPR Ben Admin
- Seek compliance over out of business
- experience w/registature
1- Low 2 3 4 5- High

	red for this position tion will be differer		five years fr	om now, how	v do you think
- Enchance	unats be	en done			
- Improve	on upats	ben done		B	
- Barrey - More	more trans	parancy a	n han	agency	Is working
1- Low	2	3	4	4	5-High
	5 5 5 5 5	1 1			

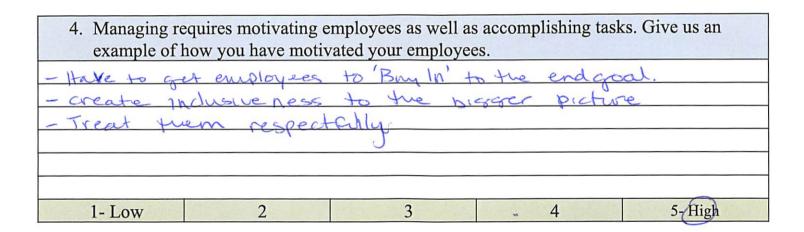
2. What is the most difficult decision that you have made in your career and what did you learn from it?

Fire teammember (progressive reprimer

and and nurture talents hired for

1-Low

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?
- Seekinfo Jobisto lead have to be collaborative. Vondo
-seek coursel to best read
- Timely decision making
1- Low 2 3 4 5-(High



learn?	01.1.1.	+ ~-			2 = 11 = 2	10 A
creett	ed an	15sue	w/ o	harma	n Biden	S DUT
			1			

6. What are your sh	nort-term and long	g-term career ge	oals?		
- long term:	Pretire at	ED @	nsBo C		
- Short term	· 1001c au	of Inspecto	oreas	that	real
moren	nest				
1 T	2	2	1		5- High
1- Low	2	3	4		o- riigii

	t have you dor						1
- appbu	stonent	to the	COD	of sta	ite of	hevada	(state agence
- Most	Fullfilled	When	Worker	A W	govt	to sen	e the
atez							
-	Leave It	better	than	Men	you	came in	
						The Management of the Control of the	
1- Lo	w	2		3		4	(3)

8. What	would you h	ave liked to o	lo more of in your	last posi	tion? What	held you	back?
- make	Iw Am	More	efficient				
- held		hu to	partners	not	Gettin	of an	the
Same	page.					O	
1- Lov	X/	2	3		Δ	54	High
1- L0	VV		3		T		IIIgii

9. What three things are most important to you in a position?
- To lead
- To have Sypport
- Respect
- IF you have that and exude to others then you will
achieve your mission.
1- Low 2 3 4 5 High

. .

4

10. What is you management		y of management and h	now would you desc	cribe your
- collaborative				
- Knowing y	aur audien	ce and being	able to come	nunicate
- Williams ness	to learn	sameting new	every day.	
- gruckly le	arn and	work whereys	neto best 5	evere the
atizens of	herada.	110 20 11KG		
/	-			
1- Low	2	3	4	5- High

Overall Score:	<i>5</i> 5		

Interview Questions

Molly O'Bryant

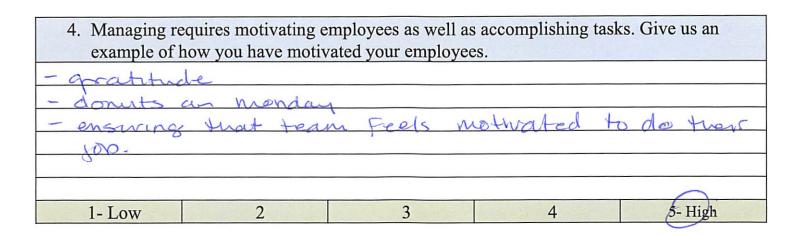
Applicant Name: Jame Huggins DED

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you
are a good fit.
- Med Board, AZ Icensive etc
- If sehected wants beard to do well
1- Low 2 3 (4) 5- High

1. If you are hired for this position and are still here five years from now, how do you think				
the organization will be different?				
- Hope for stricture more organized				
- successful worke efficient				
- Better systems for start				
1- Low 2 3 (4) 5- High				

2. What is the most difficult decision that you have made in your career and what did y learn from it?	ou
- charging coverers later in life	
- IF it's not a good fit and monny or is o	12
1- Low 2 3 4 5- High	

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?
- Logic - solution based
- no enotion of clouding judgentit
1- Low 2 3 4 5-High



5. Tell me about a time when	you solved	one problem b	ut created	others? Wh	at did you
learn?					
- AE					
moving farward	WIAE	creates	mare	ISSUES	and
Keep talklang them.	, ,				
					,
1- Low 2		3	M	7	5- High
			X	/	

6. What are you	r short-term and long-	term career goa	als?		
- align W/ a - further p	agencies goals	Staff 10	isency is	thring	and
- 9-MCESSIWI					
1 1	2	2			5 High
1- Low	2	3	(4)		5- High

7. What have y	ou done in your car	eer that you are mo	st proud of?	
- accomplish	ments e n	SBOC		
· Regulation	and law	charges		
1- Low	2	3	1	(5)

8. What would you have liked to do more of in your last position? What held you back?
- State contractory cause - Use or lose It Skill
- more practice W/ that skill
1- Low 2 3 (4) 5- High
1- Low 2 3-11gi

9. What three t	hings are most impo	ortant to you in a po	sition?	
- arrenter	1 potential	for anoute	1 2 learny	2
- alverzatu	m asks			\
- apod co	2 wolfer Ite	edm		
July Co	1001045/10			
				7-5
1- Low	2	3	4	5- High

10. What is you managemen		hy of management and	l how would you de	scribe your
- commune	cation	and under	stord,	
· Orches	Success	ul goals in	mind	
1- Low	2	3	4	5- High

Overall Score: 5	0		

Interview Questions Molly Orbnyand

Applicant Name: Lean Easter DED

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.				
syrs expenence multipuje positions win the hsBox				
1- Low 2 3 4 5- High				

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?
Better/ Communication Win board ? licensees
plans for hetwe comm. We schools
anow the team
Pletser understanding of laws w licensees
0
1- Low 2 3 4 5- High

learn from i	t?	ecision that you have r		
Dedication	to her gon	Is even at the	uppense of	finances.
importance	w women	In business		
1- Low	2	3	4	5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?						
			n to acknow	Redge Heat		
you don't	- Know even	thing.	···	8		
100		0				
- Carsider	What 15 k	est use of	licensee fr	nds.		
		2				
1- Low	2	3	4	6- High		
		*				
1 Managing re	equires motivating	employees as well	as accomplishing tas	ks Give us an		
		vated your employe		ks. Give us an		
	· ·	to Berd		relaxed		
9	etting	10 32/6	on or lycore	TEADORES.		
2	2)3 (3)					
1- Low	2	3	4	5 High		
F Tall ma abov		astrod one making	hut amouted athous	What did you		
learn?	it a time when you	solved one problem	n but created others?	what did you		
Town	Hall					
1 T	2	2	1	(5 III)		
1- Low	2	3	4	5- High		

6. What are your short-term and long-term career goals?							
- Intertwined w/st Board goals - volunteer							
		website		ograns			
- new d	ar	V- 0	<u> </u>	O			
- lobby18	15						
- meetings w/sanool axeas more schools feel heard							
- more pocs for businesses							
1- Low	2	3	4	5- High			

7. What have y	you done in your car	eer that you are mo		
Team work	builting team			
1- Low	2	3	4	5

8. What wou	ıld you ha	ve like	d to do more of in your la	st position? What I	held you back?
Town	Hall	on	communication	n & needs	of licenses
1 T		2	2	1	(III)
1- Low		2	3	4	9- High

9. What three things are most important to you in a position?							
- works of Both inside and autside ASBOC agencie	S						
- Thick skin w/ good communication							
1- Low 2 3 4 5- High							

management s	tyle?		

Overall Score:	55	380		

163

Interview Questions

Applicant Name:	(

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you
are a good fit.
1- Low 2 3 4 5- High

	red for this position tion will be differen	and are still here firmt?	ve years from now	, how do you think
				2
1- Low	2	3	4	5- High

2. What is the learn from	most difficult decision:	on that you hav	ve made in	your career	r and what did you
1- Low	2	3		4	X 5- High

	ger, a major ro you use to m			sion maker" or	"problem so	lver". What
		-				
1- Low	2		3	4	V	5- High
	requires motification for the second			l as accomplish yees.	ning tasks. Gi	ve us an
			·			
					- · · · · · · · · · · · · · · · · · · ·	
1- Low	2	<i>G</i> 1	3	4		5- High
5. Tell me about learn?	out a time wh	en you solve	d one proble	em but created	others? Wha	it did you
						
		, 1				
1- Low	2		3	4	Q	5- High

,

6.	What are yo	our short-t	erm and lo	ong-term	career goal	s?			
	1- Low		2		3		4	× 5	i- High
7.	What have	you done	in your car	reer that y	ou are mo	st proud	of?		
	1- Low		2		3		4	X	5
8.	What would	l you have	e liked to d	lo more o	f in your la	ast positi	on? What h	ield you	ı back?
	1- Low		2		3		4 x		5- High
	1- LUW		_		J		4 1		, mgn

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7. WHALLIIICC	things are	most impor	tant to v	ou in a po	osition?			
J. What times	unigo uro							
								-
1- Low		2		3		4	18	5- High
)	
10. What is yo	ur own phi	losophy of	manage	ment and	how wou	ıld you des	cribe y	our
managemen			Ü					
managemen	re bej re.							
managemen								
managemen								
managemen								
managemen								
managemen								
		2		3		4	N.	5- High
1- Low		2		3		4	K	5- High
		2		3		4	K	5- High
		2		3		4	K	5- High
		2		3		4	K	5- High

OD/N

Interview Questions

Applicant Name: __

1- Low

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DORY	M12rAchi	

		te presentation	
Tell us wh are a good		te Board of Co	osmetology and why you believe yo
1- L	ow 2	3	4 X 5- High
	ou are hired for this position and aronganization will be different?	e still here fiv	ve years from now, how do you think

learn from it?	ost difficult doors.	on that you have h	inde in your our	eer and what did you

3

4 X

5- High

_	; a major role you ou use to make criti	_ •	on maker" or "proble	em solver". What
	2	3		5 High
1- Low	2	3	4 🗶	5- High
		mployees as well a rated your employe	s accomplishing taskes.	cs. Give us an
1- Low	2	3	4	5- High
5. Tell me about learn?	t a time when you s	solved one problem	but created others?	What did you
	·			
· · · · · · · · · · · · · · · · · · ·				
1- Low	2	3	. 4	χ' 5- High

		ng-term career goals?		
1- Low	2	3	4 🔥	5- High
7 What have you	dono in voue ore	oor that you are most	proud of?	
7. what have you	done in your care	eer that you are most	proud or	
1- Low	2	3	4 <i>K</i>	5
8. What would yo	ou have liked to do	o more of in your last	position? What held	you back?
	2	3	4 🛭	5- High

<u>.</u>

9. What three t	hings are most impo	rtant to you in a po	osition?	
		•		
1- Low	2	3	4 🗙	5- High
			\	
	ır own philosophy o	f management and	how would you desc	cribe your
managemen	t style?			
1- Low	2	3	4	√ 5- High

Overall Score:		
40		

Applicant Name: _

Interview Questions

	11	
VANIE	Huggins	
	11	

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit. 1- Low 2 3 4 5- High 1. If you are hired for this position and are still here five years from now, how do you think the organization will be different? 1- Low 2 3 4 5- High			5-minute presentat	ion	
If you are hired for this position and are still here five years from now, how do you think the organization will be different?		now about the Nev			ny you believe you
If you are hired for this position and are still here five years from now, how do you think the organization will be different?					
If you are hired for this position and are still here five years from now, how do you think the organization will be different?	1 Low	2	2	1 2/	5 Uich
the organization will be different?	1- Low	2	3	4 &	5- High
1- Low 2 3 4 1 5- High				five years from now,	how do you think
1- Low 2 3 4 6 5- High					
1- Low 2 3 4 6 5- High					
1- Low 2 3 4 6 5- High					
1- Low 2 3 4 K 5- High					
1- Low 2 5 4 K 5-11igh	1 Low	2	3	1 /	5 High
	I- LOW	2	3	7	J- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?					
1- Low	2	3	4 X	5- High	

3.	As a manag					on make	r" or "probl	em solver". What
4 2 20 7								
	1- Low		2		3		4 <u>X</u>	5- High
4.	Managing rexample of						plishing tasl	ks. Give us an
							<u> </u>	
	1- Low		2		3		4	5- High
5.	Tell me abo	out a time	when you	solved or	ne problem	but crea	ated others?	What did you
								
				I .		- V		
·	1- Low	<u></u>	2		3	1. : 1	4	5- High

. 2

1- Low 2 3 4 5- High 7. What have you done in your career that you are most proud of? 1- Low 2 3 4 4 5	6. What are your short-term and long-term career goals?	
7. What have you done in your career that you are most proud of?		
	1- Low 2 3	4 5- High
	7 What have you done in your career that you are most pr	roud of?
1- Low 2 3 4 0 5	7. What have you done in your career that you are most pr	Tout of:
1- Low 2 3 4 0 5		
1- Low 2 3 4 0 5		
1- Low 2 3 4 0 5		
	1 Low 2	1 0/ 5
1- LOW 2	1- LOW 2 3	7 0
8. What would you have liked to do more of in your last position? What held you back?	8. What would you have liked to do more of in your last p	position? What held you back?
1- Low 2 3 4 1 5- High	1 Low 2	1 V 5 High

9. What three th	ings are most imp	portant to you in a	position?	
1- Low	2	3	4	5- High
				. \
10. What is you	own philosophy	of management ar	nd how would y	ou describe your
10. What is your management		of management ar	nd how would y	ou describe your
		of management ar	nd how would y	ou describe your
		of management ar	nd how would y	ou describe your
		of management ar	nd how would y	ou describe your
		of management ar	nd how would y	ou describe your
		of management ar	nd how would y	ou describe your

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Overall Score:		
45		

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Interview Questions

Applicant Name: Steven D. Mc Donald

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.
1 Low 2 3 1 5- High

	red for this position tion will be differen	and are still here first?	ve years from now,	how do you think
1- Low	2	3	4 🛛	5- High

2. What is the learn from it		on that you have ma	ade in your career a	nd what did you
1- Low	2	3	4 X	5- High

3. As a manage process do y	er, a major role yo ou use to make cr	ou play is as ritical decis	s a "decisio ions?	n maker" or	"problem	n solver". What
1- Low	2		3	4	· · · · · · · · · · · · · · · · · · ·	5- High
	equires motivating				ing tasks.	. Give us an
example of l	now you have mo	tivated you	r employee	es	4. <u></u>	
		_				
_						
1- Low	2		3	4	V	5- High
5. Tell me abou learn?	it a time when you	u solved or	ne problem	but created of	others? V	Vhat did you
· · · · · · · · · · · · · · · · · · ·						
		· · · · · · · · · · · · · · · · · · ·				
<u>.</u>						
<u> </u>						
1- Low	2		3 V	4		5- High
I-TOM	L	<u>. L </u>	-	'	<u> </u>	2-411811

6. What are yo	ur short-term and lo	ong-term career goa	ıls?	
1- Low	2	3	4 🗸	5- High
7. What have v	ou done in your car	reer that you are mo	ost proud of?	
,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,,	ou don't in your our	tool that you are in	500 p20 uu 021	
1- Low	2	3	4 🔍	5
8. What would	you have liked to d	lo more of in your l	ast position? What h	neld you back?
1- Low	2	3	4 🗶	5- High

9. What three things are most important to you in a position?					
1- Low	2	3	4	5- High	

10. What is your management		f management and he	ow would you d	lescribe your
1- Low	2.	3	4	X 5- High

Overall Score:		
46		

Applicant Name:	Inter	view Questions	111S	_
	V	/	1	
Tell us what you know		inute presentation		hy vou helieve vo
are a good fit.	w about the Incrada	State Doard of Co	Siliciology and w	ny you concre ;
		*		
1- Low	2	3	(4)	5- High
	I for this position an	d are still here fiv	e years from now	, how do you thin
	I for this position an mill be different?	d are still here fiv	e years from now	, how do you thin
		d are still here fiv	e years from now	, how do you thin
		d are still here fiv	e years from now	, how do you thin
		d are still here fiv	e years from now	, how do you thin
the organizatio	n will be different?			
		d are still here fiv	e years from now	, how do you thin
the organizatio	n will be different?			
the organizatio	n will be different?			
1- Low 2. What is the mo	n will be different?	3	4	5- High
1- Low	n will be different?	3	4	5- High
1- Low 2. What is the mo	n will be different?	3	4	5- High
1- Low 2. What is the mo	n will be different?	3	4	5- High
1- Low 2. What is the mo	n will be different?	3	4	5- High
1- Low 2. What is the mo	n will be different?	3	4	5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What
process do you use to make critical decisions?
A 1/ n
1 1 5 ALINED
Called in Colo
70/07
1- Low 2 3 4 5 High
4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.
Total (Vat)
- Marin Omanico
1- Low 2 3 4 5- High
1 Low 2
5. Tell me about a time when you solved one problem but created others? What did you learn?
ICAIII!
1- Low 2 3 (4) 5- High

~•

6. What are yo	ur short-term and long-term career goals?
1- Low	2 3 4 5- High
7. What have y	you done in your career that you are most proud of?
	Charles in furgoing system
1- Low	2 3 4 5
8. What would	you have liked to do more of in your last position? What held you back?
1- Low	2 3 4 5- High

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	gs are most impor	tant to you in a posit	1011 (
		\sim		
		amy ;		
	- Of	(
	1			
1- Low	2	3	/4	5- High
			\bigcirc	
10. What is your o	wn philosophy of	management and how	w would you de	scribe your
10. What is your o		management and how	w would you de	scribe your
		management and hov	w would you de	scribe your
		management and hov	w would you de	scribe your
	yle?		w would you de	scribe your
	yle?	management and how	w would you de	escribe your
	yle?		w would you de	escribe your
	yle?		w would you de	scribe your 5- High

Overall Score:

· W 70/1.	46	
Applicant Name:	Interv	iew Questions Easter

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.
Mulverting William in Gull-Roston
The state of the s
1- Low 2 3 4 5- High
5

	red for this position tion will be differen		ve years from now, 1	how do you think
	CM caraur	Ohn Gia	s. F3 beer	den
	to set d	yount re	sults.	
1- Low	2	3	4	5- High

2. What is the learn from it	most difficult decision?	on that you have ma	ade in your career a	nd what did you
1- Low	2	3	4	5- High

As a manager, process do you	use to make of	critical de	cisions?		Prooren	
				-		
						<u>-</u>
				 		
1- Low	2		3	4		5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

1- Low 2 3 4 5- High

6. What are yo	ur short-term and lo	ng-term career goal	s?	
1- Low	2	3	4	5- High
1 200			The second secon	
	•		. 1 0	
7. What have y	ou done in your car	eer that you are mo	st proud of?	
				· · · · · · · · · · · · · · · · · · ·
	<u> </u>	<u> </u>		
1- Low	2	3	4	5
				5
Q W/hot would	you have liked to d	la mara af in varir la	est position? W/hot h	ald you book?
8. What would	you have fixed to d	io more or in your la	ist position: what i	ielu you back!
A	(1.4/10	1 2	.07 1	
Buttle	v 8ystem	of symme	My m	$d - d - \cdots$
		con	miner for le	The Half
		- A Am	and Mender	3-171
				· -
	1		 	
1- Low	2	3	4	5- High

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1- Low	2		3		4	5- High
10. What is you management	bhilosoph	y of man	agement a	nd how w	ould you o	describe your
	hilosoph	y of man	agement a	nd how w	ould you o	describe your
	hilosoph	y of man	agement a	nd how w	ould you o	describe your
	hilosoph	y of man	agement a	nd how w	ould you o	describe your
	hilosoph	y of man	agement a	nd how w	ould you o	describe your
	hilosoph	y of man	agement a	nd how w	ould you o	describe your
managemen		y of man		nd how w		
	ohilosoph 2	y of man	agement a	and how w	ould you o	describe your 5- High

Applicant Name:	Interview Questions Mala	EX Dikeg
	5-minute presentation	
	ow about the Nevada State Board of Cosmetology and why	you believe you
are a good fit.		
	Wirk with Hate agencie	
1- Low	2 3 4	5- High
	red for this position and are still here five years from now, he	ow do you think
the organizat	ion will be different?	
	A . A	
	hill dalls	
	10m argas	
1- Low	2 3 4	5- High
2. What is the n learn from it	nost difficult decision that you have made in your career and?	d what did you
1- Low	2 3 4	5- High

do

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	•			naker" or "probl	em solver". Wha
process do yo	ou use to make	e critical decis	ions?		<u> </u>
				A	
		1	1	QUI p	
		0	, 11/1/	100	
			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
		() \(\) '	114) -		
			1, /		
		/			
1- Low	2		3 /	4	5- High
		(
4. Managing rec	quires motivat	ting employee	s as well as ac	complishing tas	ks. Give us an
example of he	ow vou have:	motivated you	r employees.		
VIII.	<u> </u>				
	<u> </u>				
1 T					6 Tich
1- Low	2		. 3	_	5- High
5 Tell me about	 t a time when	vou solved or	ne problem bu	t created others?	What did you
5. Tell me about	t a time when	you solved or	ne problem bu	t created others?	What did you
5. Tell me about learn?	t a time when	you solved or	ne problem bu	t created others?	What did you
	t a time when	you solved or	ne problem bu	t created others?	What did you
	t a time when	you solved or	ne problem bu	t created others?	What did you
	t a time when	you solved or	ne problem bu	t created others?	What did you
	t a time when	you solved or	ne problem bu	t created others?	What did you
	t a time when	you solved or	ne problem bu	t created others?	What did you
	t a time when	you solved or	ne problem bu	t created others?	What did you
	t a time when	you solved or	ne problem bu	t created others?	What did you
	t a time when	you solved or	ne problem bu	t created others?	What did you 5- High

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6. What are you	r short-term and long-term career goals?
1- Low	2 3 3 4 5- High
I- DOW	2
7. What have yo	ou done in your career that you are most proud of?
1- Low	2 3 4 5
I- LOW	
2 What would a	you have liked to do more of in your last position? What held you back?
o. What would	you have fixed to do more of in your last position? What held you back?
1- Low	2 3 4 5- High

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9. What three t	nings are most impor	tant to you in a p	osition?	<u></u>
			·	
				-
1- Low	2	3	4	5- High
10. What is you	r own philosophy of	management and	l how would you	describe your
	r own philosophy of style?	management and	l how would you	describe your
10. What is you management		management and	l how would you	describe your
		management and	l how would you	describe your
		management and	l how would you	describe your
		management and	l how would you	describe your
		management and	l how would you	describe your
managemen	style?			
		management and	d how would you	describe your
managemen	style?			
managemen	style?			

Interview Questions
Applicant Name:

		5-minute presentat	ion	
Tell us what you k are a good fit.	now about the Neva	ada State Board of	Cosmetology and wh	ny you believe you
1- Low	2	3	(4)	5- High

1. If you are hired f	or this position and	d are still here	e five years	from no	w, how do	you think
the organization	will be different?	/				
		1-100)			
	· FUN	Pol.				
	way 11,					
1- Low	2	3		4		5- High
				\ /		

2. What is the learn from it		ion that you have m	ade in your career a	and what did you
Tourn Hom I				
1- Low	2	3	(4)	5- High

3. As a manage process do y	er, a major role you ou use to make criti	play is as a "decisions?	on maker" or "pro	oblem solver". What
			At	
		acel	· · · · · · · · · · · · · · · · · · ·	
		· · · · · · · · · · · · · · · · · · ·	 	
1- Low	2	3	4	5- High
	equires motivating e now you have motiv			tasks. Give us an
1- Low	2	3	4	5- High
5. Tell me about learn?	ut a time when you	solved one problem	but created othe	rs? What did you
1- Low	2	3	4	5- High
			\	

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			1.0	
6. What are yo	our short-term and lo	ng-term career g	goals?	
1- Low	2	3	4	/ 5- High/
7 What have	you done in your car	eer that you are	most proud of?	
7. What have	you done in your car	oor that you are	most production.	······································
		3		
1- Low	2	3	4	5
8. What would	d vou have liked to d	o more of in vo	ur last position? What l	neld you back?
				
	 			
1- Low	2	3	4	5- High

9. What three thing	gs are most im	portant to you	in a position?		
1- Low	2	3		4	5- High
10. What is your ov	vn philosophy	of manageme	ent and how wo	ould you	describe your
management sty					· · · · · · · · · · · · · · · · · · ·

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1- Low	 1		5- High

	Overall Score:					
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1	• * * * * * * * * * * * * * * * * * * *	4	 4	_	and the second second	

Interview Questions Applicant Name: Easter, Leah De puty 5-minute presentation Tell us what you know about the Nevada State Board of Cosmetology and why you believe your a good fit. Been our 5 years at State board Keep learning about Advanced Esthetics 1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different? More commencation in queral Board host weethings of applications	
5-minute presentation Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit. Been our 5 years at State board Keep learning about Advanced Esthetics 1-Low 2 3 4 5-High 1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different? How communication in agreed Board host west news well Schools	
1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different? Here communication in agreed Board Nost Meethings well schools	Interview Questions Applicant Name: Easter, Leah (Deputy) # 12
1-Low 2 3 4 5-High 1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different? Here communication in agueral Board host meetings we schools	5-minute presentation
Been are 5 years at State board Keep learning about Advanced Esthetics 1-Low 2 3 4 5-High 1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different? Hore communication in agueral Board host weeth ress we Schools	
1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different? More communication in general Board host meetings we Schools	
1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different? More communication in general Board host meetings well Schools	Keep learning about Advanced Esthetics
1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different? More communication in general Board host meetings well Schools	
1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different? Hore communication in agreeal Board host meetings well Schools	
the organization will be different? More communication in general Board host meetings w/ Schools	1- Low 2 3 4 5- High
the organization will be different? More communication in general Board host meetings w/ Schools	
the organization will be different? More communication in general Board host meetings w/ Schools	
Board host meetings w/ schools	the organization will be different?
	More communication in general
Internal process of applications	Board host meetings w/ Schools
į	
	,

2. What is the most difficult decision that you have made in your career and what did you

3

5- High

5- High

1- Low

1-Low

learn from it?

Work life balance

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?
licensee finding
1 I 2 (5 High)
1- Low 2 3 4 5- High
4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.
He Redback is they love the leanth
1- Low 2 3 4 5- High
5. Tell me about a time when you solved one problem but created others? What did you
town hall -> everybody was on same page
also opened doors to other suggestions
1- Low 2 3 4 (5- High)

6. What are you	ır short-term and lon	g-term career goals	3?	
all of lerm	- lobby ()	ion		
DICEVY 4011VC	(00 110) (04) (1)	Y P P		
metine w	School exer	whires buffer	- website	
Volumber	school executives			
The Management of the Control of the				- 0
1- Low	2	3	4	5- High

Put	tone	Hu-		t you are most feam 7	Wer	worked
w	, 3		1			
			MARION INC.			
	·					

8. What would you have liked to do more of in your last position? What held you back?
Town hall was expening take what we learned
1- Low 2 3 4 5- High

9. What three t	hings are most impo	rtant to you in a po	sition?	
	,		A PRODUCTION OF THE PRODUCTION	
work well	w/ outside u	ndo		
Works well	w/ Staff			
have thic	K skin			
butter con	munication	_		
0.0				
1- Low	2	3	4	5- High

	at is your ov	vn philosophy c le?	of managemen	it and how w	ould you de	scribe your
Hice	trust.	worths				
Wov	4 00	a leave	7			
	MMM a	de beden	/			
	VVVVVVVVVVVVVVVVVVVVVVVVVVVVVVVVVVVVVV					
1- Lo)W	2	3		4	5- High

Overall Score:		
		55

(55)

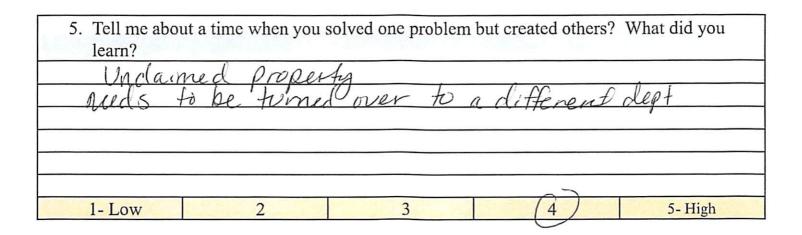
Interview Questions Applicant Name: Mc Donald Steven (Xecutive)

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you
are a good fit.
Has been a Depity before, managed many offices and staff
We are there to protect public, over 200 years of working
in ant
1- Low 2 3 4 (5- High)

1. If you are hired for this position and are still here five years from now, how do you think
the organization will be different?
enhance apon what previous have done
work w/ legislature
- bring transparancy to industry
- More collaborative
1- Low 2 3 (4) 5- High

2. What is the learn from it		on that you	have m	ade in your career a	nd what did you
Persinal on	e -> getting de	voried la	still ho	ve to communica	ik.)
Carrer > to		Muy	were	evne go	son
<u>' L</u> >41	suf have to ge	talong	or l	noth are find	
1- Low	2	(3)		4	5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What
process do you use to make critical decisions?
Seek information of job is to lead is you have to be
Collaborative
if you need to see improrpment ask them what
Marin do
70007 120
1- Low 2 (3) 4 5- High
4. Managing requires motivating employees as well as accomplishing tasks. Give us an
example of how you have motivated your employees.
200 employees
act them to buy in"
this have to plan share intormation
had monthly meetings
teach shun they have work together
freat them respectfully
1- Low 2 3 (4) 5- High



6. What are your short-term and long-term career goals?	
exerctive director	
executive director	
jump in both feet look at both areas that	
need work	
1- Low 2 (3) 4 5- High	1

7	What have you done in your career that you are most proud of?
	CEO of Starle of IN
	Working in gov't since in his 20's
	"leave it better then when you came in"
	J
	1- Low 2 3 (4) 5

8. What would you have liked to do more of in your last position? What held you back?
at the law firm - make firm more efficient
3 partners couldn't get on same page.
1- Low 2 3 (4) 5- High

9. What three things are most important to you in a position?
to lead
to have support
have respect
w/ these 3 things we can achieve what board
Wants to implement
1- Low 2 3 (4) 5- High
1- Low 2 3 4 5- High

10. What is your own philosophy of management and how was management style?	vould you describe your
Collaborative → all a team	
Know your audience	transparent
to be able to communicate	
he wants to learn as quickle	as possible
	2
1- Low 2 3	(A) (5- High

Overall Score:	9 24	10
* Priority >	of wanting executive position	(43)







Applicant Name: Haggins, Janie (Depoty)

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you
are a good fit.
Very familiar w laws a Regulations
knows where we med to go
1- Low 2 3 (4) 5- High

the org	anization	will be diffe	
Hope	it wi	ll be	better, stronger more efficient

2. What is the learn from		fficult decision	n that you hav	e made in	your career a	and what did y	ou .
Change	0+	Career	-> it's	s ok t	o Start	ovov	
						Physics or country to the Hotel Country of the Coun	
1- Low		2	3		(4)	5- High	

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What
process do you use to make critical decisions?
1- Low 2 3 (4) 5- High
 Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.
Gratitude -> say thank you
letting your team know they are valued
1- Low 2 3 4 (5- High)
5 The state of the
5. Tell me about a time when you solved one problem but created others? What did you learn?
Advanced Esthetizs -> be happy you solved
The property of the tree

1- Low

5- High

6. What are your short-term and long-term career goals?
Croal-> agency is Sucessful
agency is Amring
1 0
1- Low 2 (3) 4 5- High
1- Low 2 3- Mgn
7. What have you done in your career that you are most proud of?
Accomplishents -> Changed testing vendors
100 mps since 3 2 Colorege & 103 mg barteton
1- Low 2 3 (4) 5
8. What would you have liked to do more of in your last position? What held you back?
State contractor manager course
y acceptance of the second of
1- Low 2 3 4 5- High

10. What is you managemen	ur own philosophy out style?	of managemen	t and how	would you des	cribe your
Commo	nication -	-> fair	ega	sal)	
			-		
1- Low	2	3		(4)	5- High

Overall Score:		20	
	U	10	19
	·		14

		ſ
Y	9	7
	X	1

Applicant Name: Mizrachi, Dony (Exe

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you
are a good fit.
Protect the community-Did research
Norks UNLV > vons graduate programs
grown programs at UNLV
July July Division of the Control of
1- Low 2 3 4 5- High
1- Low 2 3 4 5- High

- 1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

 Hore innovative as be hetter

 Jednology advancements

 1-Low 2 3 4 5-High
- 2. What is the most difficult decision that you have made in your career and what did you learn from it?

 Show value of hand work a dedication to have some a court and the control of hand work a dedication to have a court and the court an

3. As a manager, a major role you play is as a "decision maker" or "problem solver". Wh	at
process do you use to make critical decisions?	
Researcher >	
Uny organized	
be methodical & a backed w/ research	
·	
1- Low 2 3 (4) 5- High	
4. Managing requires motivating employees as well as accomplishing tasks. Give us an	
example of how you have motivated your employees.	
Manages 20 ppl	
Doen down policy provide them w/ tools	
Ciclade a love of marco	
Good leadership, adaptabitis	
Stock Chacksvar , carrier assisting	
1- Low 2 3 4 5- High	
1 Low 2	
5 Till 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
5. Tell me about a time when you solved one problem but created others? What did you	
learn?	
terminale instructors mid semester	
Is she picked up the class	
adaptibility	
U	
	\
1- Low 2 3 4 5- High)

6. What are your short-term and long-term career goals?
Short term -> Hall Made continue career posh
grow contribute to society
Dassion for holoing porble
property pecops
1- Low 2 3 4 5- High
7. What have you done in your career that you are most proud of?
Growing a dinny program at UNLV
- Prepanna Students
Troparting Stockers
1- Low 2 3 4 (5)

. . .

9. What three things are most important to you in a position?
Emmunication professionalism Lethics/moral
communication,
professionalism / ethics / moral
1- Low 2 3 4 5- High

10. What is your own philosophy of management and how would you describe your management style?				
OPIN	door police	1		
ronin	unicale)		
Min M	alte	0 0		
resec	uch, and	decision	making	Stills
rolla	buration		0	
1- Low	2	3	4	5- High

Overall Score:			
	0	150 12	30



Applicant Name: Day Mizradi (ED)

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you
are a good fit.
this throughly researched the rde of the
board. Bornd is tasked with public
safety and the administrative work of
Reld
() familiar, with board covernance;)
1- Low 2 3 4 3 High

1. If you are hired for this position and are still here five years from now, how do you thin the organization will be different?
Agency will be more invariance, lacking to other jurisolations to implement
to other jurisolitions to implement
best practices, technological advancement
,
1- Low 2 3 (4) 5- High

	is the most from it?	difficult decision	on that you	have made i	n your care	er and wh	at did you
Car	a brec	sh to so	chool o	as an	المال	+· and	-}
	J						
1- Lov	У	2	3		(4 ²)		5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?
Locks to other states for examples.
standards, law comparisson.
Julia Con Con Julia Con
Likes to research thoroughly.
J
1- Low 2 3 4 5- High
4. Managing requires motivating employees as well as accomplishing tasks. Give us an
example of how you have motivated your employees.
believes in an open-close policy, creates
on environment full of good marales
1-tologotability, ability to liston to others-
1- Low 2 3 4 5- High
5. Tell me about a time when you solved one problem but created others? What did you
learn?
Termothy an instructor mid & somester
Lethout or viable replacement.
tacced the cardidate to adapt to
constant changes and challonges.
9
1 1 2
1- Low 2 3 (4) 5- High
·

6. What are your short-term and long-term career goals?			
No short term goals (those have, bean			
accomplished).			
Long-term; wants to help people, and			
Long-term i wants to help people and			
1- Low 2 3 (4) 5- High			

7. What have you done in your career that you are most proud of?
Orang a program and france an
ailing program and making it sucressful.
1- Low 2 3 (4) 5

8. What would you have liked to do more of in your last position? What he	
Is not able to fenure at UNIX because of where their along mater was at	Se.
of where their alma mater was at	0
1 1 2 2	£ III:-1-
1- Low 2 (3) 4	5- High

9. What three things are	e most importan	nt to you in a	a position	?	
Transparer	ra. Co	mmu	mod	(CO)	
Transparen	ilam con	of mtor	retu	0	
			2		
					,
1- Low	2	3		(4)	5- High

management s		f management and ho	would you des	serioe your
Cloen - do	er pelia	, Dema a	ble to	
		Servenes		,
thereuch	resport	ch in crolo	or to pro	ovide
sound	decision	making.		
1- Low	2	3	4	5- High

Overall Score:		
		44

· Would seem better suited for a non-profit.
· Is passionate about hepping people but that may not translate well into this line of work,

Applicant Name:	Jano	Heavins	Consta	Dirata	\
		1000	7		J

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe yo
are a good fit.
Your familiar with administrative, was later.
and treb laws.
1- Low 2 3 4 (5-High

trop Was	on will be diff	agenci	(e)	De. 5	N050	
efficient		3-, /	.,			

learn from it?	that you have made in your career and what	ara you
inclustry to to the	regulative posible.	
1- Low 2	3 (4) 5-	High

3. As a manag process do y				ision mak	ter" or "probl	em solver". What
	*	e em				
1- Low	2		(3)		4	5- High
4. Managing re example of l	how you har	ve motivated	l your emplo	yees.	nplishing tasl	ks. Give us an
Cratitud	ob , +	coter	a feel	No CE) porc	
	Marie and the second					
1- Low	2		3		(4)	5- High
5. Tell me about learn?	ıt a time wh	en you solve	ed one probl	em but cr	eated others?	What did you
Advanc	ed E	othetic	s lice	2060	10	
			•			
1- Low	2		3		(4)	5- High

6. What are your short-term and long-term career goals?
Coals are fied to the agency and the
COAD THE TIES TO THE STORY OF THE
position the considerte will had.
`
1- Low 2 3 (4) 5- High
1- Low 2 3- High
7 1771-41 1 1 1 1 1 1 1 1 1 1 1
7. What have you done in your career that you are most proud of?
Transitioning testing for the agency.
1- Low 2 3 (4) 5
8. What would you have liked to do more of in your last position? What held you back?
State Contractor Management
and the contract of the contra
experience is desired. Hore copartunities canted.
appartonities lanted.
1 1 2
1- Low 2 3 (4) 5- High

9. What three t	things are most impor	tant to you in a po	osition?	
(308130E)	to learn on	d rorando	Darecsite	in
job fa	sks and	a and	teamo	
			•	
*				
1- Low	2	3	(4)	5- High

10. What is you management	r own philosophy o style?	f management an	d how would you	describe your
Mora	ghly com	nunicate	5 ,	
,		-		
1- Low	2	3	(4)	5- High

Overall Score:		
		24

Answers were very brief.

Applicant Name: _	Steven	McDarald	CED & Depot	y Director))
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5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you
are a good fit.
· Distriction over the cosmetology industry and
charged with the public's safety.
· Exporience working reth browns.
other regulatory experience with state agencies
across the state. 20 years of organizent avaience,
municipal, state, Rederal:
1- Low 2 3 4 5- High

1. If you are hired for this position and are still here five years from now, how do you think
the organization will be different?
Entrance the reach that has been those takk with
Lectoture to implement voices, units trumb
more transparency, had the agency more
accountable to licensees.
1- Low 2 3 (4) 5- High

2. What is the most difficult decision that you have made in your career and what did you
learn from it?
Personal: Cetting distorced and learning how to co-parent
Professional: Letting an emphyse as (Believes in progressive discipline). Referred to time at treasurer's Office when dealing with 2 supervisor
progressive discipline). Beformed to time at
treasurer's Office when dealing with 2 supervisors
1- Low 2 3 4 5- High

Soch in	you use to make criti		Jabrata plu	, rofe
to stat	I that how	se horasta	edae and	exoction
Use the	e talents o	Coresol De	and Staff.	
1- Low	2	3		E III:
1- L0W	<u>Z</u>	3	(4)	5- Hig
4 36				
			s accomplishing task	cs. Give us a
- ^ `	now you have motiv			
(heteriod -	to previous	exprience	e whom he	. attem
to morous	se the les	upliad can	nostoon	and 1
Franspar	as of works	1 1	0 0	1100
,		11 (2) (2(20)	ロンパイー ハノ ナイベック	$\sqrt{1}$
Stool.)	carace.	DOM- 11 tran	n tve
Staff.		(CO) Cigo	DOG-UI FRAN	n -{Ve
Start.		(COXCCC)	wa- 11 tran	n tve
)	(3)	4	5- Hig
5-took.	2	(3)	4	5- Hig
)	(3)	4	5- Hig
)	(3)	4	5- Hig
)	(3)	4	5- Hig
)	(3)	4	5- Hig
1- Low	2	3		
1- Low 5. Tell me about	2	3	but created others?	
1- Low	2	3		
1- Low 5. Tell me about	2 at ime when you s	olved one problem	but created others?	
5. Tell me about learn?	at a time when you s	olved one problem	but created others?	What did y
5. Tell me about learn? Bill Arott	at a time when you s	olved one problem	but created others? - Orclaimed	What did you
5. Tell me about learn? Bill droat Management	at a time when you s	olved one problem	but created others? - Unclaimed	What did y
5. Tell me about learn? Bill droot Managema	at a time when you s	olved one problem	but created others? - Unclaimed	What did you

6. What are your short-term and long-term career goals?
To be the ED at pulcoand and rative in
the position. Build upon what the agency
is clara well.
1- Low 2 (3) 4 5- High
7. What have you done in your career that you are most proud of?
Being appointed to bangos and commissions
and working in galernment since his 25.
\cup
1- Low 2 3 (4) 5
8. What would you have liked to do more of in your last position? What held you back?
Was pauelless to address inefficiencies and
make them better. Let wable to implement
ordicing and vacables for City of I as I have
The same of the sa

5- High

1- Low

9. What three t	things are most impo	ortant to you in a po	sition?	
To lead	J to vou	o apped	- and rest	Deet.
	,	201		
1- Low	2	(3)	4	5- High

10. What is you managemen		of management and h	ow would you de	scribe your
Collabor	other real	4. hours	e UNIX O	andlonce
and le	to you as	e leahire	i With a	Le Fillingness
to 1000	Jean a	all partus	involved	a grand
			11	
	ĢK	ું "મ		
1- Low	2	(3)	4	5- High

Overall Score:			
		A CONTRACTOR OF THE CONTRACTOR	49

Candidate hor a lot of government experience. Is familiar with bureacracy.

Applicant Name: Leah Easter Chapty Director

5-minute presentation
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you
are a good fit.
the been with acrepay o years, held numerous providens
dealing with compliance and contracts.
lead ediration has been extremely valuable, although
better adherement to laws and reallything
1- Low 2 3 4 3-High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?
undo like to see more communication with all
stake hobbis.
Change operating system within the next 5 years Dravide more obtains for licensees.
more platforms for licensees.
1- Low 2 3 (4') 5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?	
Dorswing a legal education and the handships associated	ec
with a career chance.	
1- Low 2 3 4 (3-/High	

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?
hely on the expeltise of staff and Hilize their
1- Low 2 3 4 5- High
4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.
Monthly get trapethers, allow for staff to be
TYXE CONSCIENCE CITY CITY OF CITY OF
1- Low 2 3 (4) 5- High
5. Tell me about a time when you solved one problem but created others? What did you learn?
The trunkall resulted in attentions bring
were unschicted.
1- Low 2 3 4 5- High

6. What are your short-term and long-term career goals?						
Class like to streamline advation, seek more jour						
from schools, better website, inspection checklists						
to bisinesses, implement processes that would						
volunteerism and community involvement lengacement						
voluntaeris (Y) and community involvement lengagement						
1- Low 2 3 4 5- High						
7. What have you done in your career that you are most proud of?						
Proud of the team that has been by it.						
TICKS OF THE THE TICKS TO THE STATE OF THE S						
1- Low 2 3 (4) 5						
8. What would you have liked to do more of in your last position? What held you back?						
Did not have the power to propel the change						
stake hadders worthed to see.						
1- Low 2 3 5- High						

9. What three things are most important to you in a position?
Being able & wak well with autions under ability
to was well with staff and house a thick skin.
1- Low 2 3 4 5- High

10. What is your own philosophy of management and how would you describe your management style?
thre trustwenthy modificals and speak to one
another as a team, there is no nierarchy,
jeak collaboratively.
1- Low 2 3 (4) 5- High

Overall Score:			
		500	