

NAME:

LOCATION:

TITLE:

DATE COMPLETED:

MOST RECENT PERFORMANCE RATING AND DATE:

TOWERING STRENGTH	LEADERSHIP COMPETENCIES	NEEDS IMPROVEMENT
	DRIVE FOR RESULTS	
	EXECUTIVE MATURITY	
	HUMAN SERVICES KNOWLEDGE	
	POLITICAL SAVVY	
	TEAM LEADERSHIP	
	ANALYTICAL THINKING	
	PEOPLE DEVELOPMENT	
	ORGANIZATIONAL IMPACT	
	HANDLING COMPLEXITY	
	INNOVATION	
	PERSONAL INTEGRITY	
	FUNDING COMMUNITY IMPACT	

(Indicate up to three towering strength competencies and development needs.)

SUMMARY:

CURRENT SALARY/DATE:

JOB GRADE/LEVEL:

HIRE DATE:

YEARS IN LEVEL:

LANGUAGE SKILLS:

YEARS OF SERVICE:

BACKGROUND (Chronological order – begin with most recent)

PUC EXPERIENCE:

PRIOR EXPERIENCE:

EDUCATION;

PROFESSIONAL RECOGNITION:

COMPARATIVE ASSESSMENT: PERFORMANCE /POTENTIAL EVALUATION

KEY

		PERFORMANCE		
		HIGH		LOW
HIGH	P O T E N T I A L	<p>Very strong performance with the potential to be promoted well beyond current assignment – high potential. Should be given tough developmental assignments; given a chance to prove self.</p>	<p>High performance individuals with room to grow in current assignment. Provide time to grow and develop.</p>	<p>New with Agency or current assignment. However, hired or promoted based on assessment of high potential. Needs time to verify potential rating.</p>
		<p>Very strong performance with the potential to expand beyond current responsibilities one or two grade levels. Should be given opportunity to develop self and take on more responsibility.</p>	<p>Good performers with potential to do more. Encourage development in areas that will increase their current contribution and prepare them for future assignments.</p>	<p>New with Agency or current assignment. Have potential to be promoted.</p>
LOW		<p>Very strong performers. Masters of what they do. Not promotable beyond current level. Should be taken care of and paid well because they are very difficult to replace.</p>	<p>Competent. Not promotable. Should be encouraged to improve performance.</p>	<p>Problems. These individuals need to be reassigned or terminated.</p>

		PERFORMANCE		
		HIGH		LOW
HIGH	P O T E N T I A L			
LOW				