



Leadership Evaluation

“The fish rots from the head” is an ancient proverb meaning that if a servant is incompetent and disorganized, it is because the master is first. As a leader of your organization, you want to hire top performers (“A” players), but top performers are not going to want to work for a “B” or a “C” player. Therefore, to attract top performers, YOU must possess the mindset, dedication and competency of a top performer. Use this form to evaluate your performance FIRST, then ask your leadership team to do a self-assessment.

Competency	High Performer (A) Top 10% of those available at the salary level being offered	Average (B) 65 th -69 th percentile available at the salary level being offered	Low Performer (C) Below 65 th percentile available at the salary level being offered
Goal Setting	Is consistent in setting clear, measurable goals, creating action plans to achieve them and holding themselves and others accountable to doing the activities necessary for their achievement.	Will set goals if required of them, but is average at creating the plans to follow through, and does not hold themselves or others accountable for their achievement.	Does not set goals and does not like to stretch themselves to higher performance; would prefer to keep the status quo.
Score:	What’s one thing you can do to improve this score?		
Problem Solving	A “quick study” who is able to conduct an accurate situation analysis and create (and implement) an effective solution.	Smart, with average insight. Able to come up with some ideas to solve a problem but can be slow to implement an effective solution.	Has difficulty coping with complex problems and situations and attempts to delegate or ignore problems.
Score:	What’s one thing you can do to improve this score?		



Leadership	Executes needed change; highly adaptive and able to inspire the organization.	Favors modest change and is only able to secure a lukewarm response to new plans and strategies.	Prefers slow change or no change; lacks the ability to inspire and lead people.
Score:	What's one thing you can do to improve this score?		
Passion	VERY high and consistent energy level; works at a fast pace and puts in 55+ hours; driven to succeed.	Motivated; energetic at times but has lulls; 45- to 54-hour workweek.	Dedicated but lethargic; inconsistent pace and has limits on what they will do. 40- to 49-hour workweek.
Score:	What's one thing you can do to improve this score?		
Resourcefulness	Impressive ability to find ways around or through obstacles, setbacks and problems. No excuses; owns the outcome.	Occasionally finds a solution to a problem; relies on others to "figure it out" and blames circumstances.	Defeated by obstacles and setbacks. Constantly makes excuses or delegates (and blames) others.
Score:	What's one thing you can do to improve this score?		



Team Building	Finds, hires and keeps top performers on their team; redeploys or dismisses low performers.	Selects a few high performers, but permits low performers to stay.	Tolerates mediocrity and is unable to attract and keep top performers.
Score:	What's one thing you can do to improve this score?		
Management	PROACTIVELY manages KPIs and leading indicators to ensure goals are met; habitually inspects what they expect from their team.	Sets goals but REACTIVELY manages KPIs and activities; doesn't always inspect what they expect from their team.	Doesn't set goals effectively and/or doesn't review the achievement of said goals, or the leading indicators and team activities.
Score:	What's one thing you can do to improve this score?		
Track Record	Consistently hits goals 90% of the time or more and, if a goal is missed, it's only by a margin.	Occasionally hits goals and meets some (not all) performance expectations.	Sporadically performs to expectations.
Score:	What's one thing you can do to improve this score?		



Integrity	Unquestionable; ironclad.	Generally honest but doesn't always do what they say they will do; often practices situational ethics.	Bends the rules and will attempt to hide or explain away less-than-ethical behavior and poor performance.
Score:	What's one thing you can do to improve this score?		
Communication	Excellent oral and written skills; able to influence and instruct others with ease.	Average oral and written skills; able to influence and instruct but not without miscommunications.	Below average oral and written skills.
Score:	What's one thing you can do to improve this score?		
Quality Of Work	Able to manage and track a number of details; work is nearly error-free.	Able to manage most details but routinely misses steps and makes mistakes; work must be reviewed for accuracy.	Work is sloppy and inaccurate and requires constant review and correction.
Score:	What's one thing you can do to improve this score?		