

Management Performance Evaluation

NAME _____	DEPARTMENT _____
JOB CLASSIFICATION _____	HIRE DATE _____
DATE OF EVALUATION _____	DATE OF LAST EVALUATION _____
TYPE OF EVALUATION <input type="checkbox"/> Annual <input type="checkbox"/> End of Production Period <input type="checkbox"/> Other	

Ratings guide

5 - Exceptional 4 - Superior 3 - Satisfactory 2 - Improvement Needed 1 - Unsatisfactory

Elements of Evaluation	5	4	3	2	1
CLIENT/CUSTOMER SERVICE Understands the client/customer relationship; practices establishing positive relations inter/intra-departmentally; responsive and courteous to client inquiries.					
INTERPERSONAL SKILLS Secures trust and respect by maintaining teamwork among peers; confronts difficult interpersonal conflicts for positive resolution; practices collaboration management style by utilizing the expertise of superiors, peers, and subordinates; provides fair and uniform treatment of subordinates.					
TRAINING AND DEVELOPMENT Recognizes required technical training and career development needs of subordinates; engages in self-development; self-appraises performance; recognizes good and complete work.					
PROFESSIONAL DEVELOPMENT Gains and maintains current knowledge of procedures and policies; seeks personal and professional growth and development through training and development of self and subordinates; adjusts to changes; effectively manages stress; cognizant of own knowledge and is willing to seek assistance from superior, peers, and subordinates when necessary; demonstrates willingness to work in support of the organization and company programs.					
PROFESSIONAL STANDARDS Observes work hours and schedule; adheres to the standards of professional dress as outlined by the home organization; meets technical and/or professional standards of work in an efficient manner; utilizes methods which enhance quality; work product is accurate and thorough; work is completed in a timely fashion. Work performance is consistent in high quality and quantity of professional work.					
INFORMATION/COMMUNICATION Communicates effectively both orally and in writing; maintains courteous relations and coordinates work activities with appropriate individuals, departments, and relevant organizations; listens and responds to superiors', peers', and subordinates' ideas, needs, and suggestions; effectively participates in meetings; keeps superiors, peers, and management informed when necessary.					
PLANNING & ORGANIZATION Plans and organizes necessary activities and objectives to meet goals; thinks through work barriers and keeps work advancing toward priority objectives; develops and maintains logical and efficient systems.					
PROBLEM RESOLUTION Develops and implements practical and effective solutions; appropriately responds to new and different situations; attempts to positively resolve problems, issues, and complaints without referral to a higher source based upon the compilation of data and analysis. Consistently reaches sound decisions for solutions to problems.					
FINANCIAL AND MATERIAL RESOURCES As level appropriate to job, demonstrates fiscal responsibility and efficient utilization of resources; plans and controls expenditures and materials; encourages and demonstrates cost efficient performance. Meets work commitments within established budgetary limitations.					
SAFETY As level appropriate to job, demonstrates responsibility for safety and security of peers and equipment; encourages & attends appropriate training; maintains current information regarding safety policies & procedures. Acknowledges the importance of safety at all levels.					

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