|  |
| --- |
| **Employee’s Name:**  |
| **Title:**  |
| **Supervisor:** |
| **Date:**  |

**Descriptive Performance Review Form**

#### Job Definition

1. Attach a current position description; if applicable, make note of any significant changes since last year’s performance review.
2. If performance goals were set at the last performance review, attach a copy of these goals and comment on the employee’s progress.

## Performance Competencies (Depending on position, some competencies may be more relevant than others.)

| Exceptional: | Performance significantly exceeds position requirements beyond established levels. | **Exceptional** | **High Achiever** | **Solid Performer** | **Needs Improvement** | **Unsatisfactory** | **New/Not Applicable** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| High Achiever: | Performance frequently exceeds expectations and shows a high level of excellence. |
| Solid Performer: | Performance consistently meets position requirements. |
| Needs Improvement: | Performance is below minimal acceptable standards or inconsistent. |
| Unsatisfactory | Performance consistently fails to meet minimum position requirements; employee lacks skills required or fails to utilize necessary skills |
| New/Not Applicable: | Employee has not been in position long enough to have demonstrated the essential elements of the position and will be reviewed at a later agreed upon date. |
| 1. Skill and proficiency in carrying out assignments

*Brief explanation**:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Possesses skills and knowledge to perform the job competently

*Brief explanation:*   | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Skill at planning, organizing and prioritizing workload (For self and direct reports, if applicable)

*Brief explanation:* | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Holds self accountable for assigned responsibilities; sees tasks through to completion in a timely manner

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Proficiency at improving work methods and procedures as a means toward greater efficiency

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Communicates effectively with supervisor, peers, and customers

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Ability to work independently

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Ability to work cooperatively with supervision or as part of a team

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Willingness to take on additional responsibilities

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Reliability (attendance, punctuality, meeting deadlines

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Adeptness at analyzing facts, problem solving, decision-making, and demonstrating good judgment

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
|  |
| 1. Displays fairness towards all subordinates.

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Identifies performance expectations, gives timely feedback and conducts formal performance appraisals.

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Helps employees to see the potential for developing their skills; assists them in eliminating barriers to their development.

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Delegates responsibility where appropriate, based on the employee’s ability and potential.

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |
| 1. Takes timely and appropriate corrective/disciplinary action with employees.

*Brief explanation:*  | **\_** | **\_** | **\_** | **\_** | **\_** | **\_** |

#### Performance Summary (attach additional pages as necessary)

1. List all aspects of employee’s performance that contribute to his or her effectiveness.
2. List aspects of employee’s performance that require improvement for greater effectiveness.
3. In what way is the employee ready for increased responsibility? What additional training will he/she need to be successful?

**Goal Setting and Development Planning**

1. List the employee’s performance goals for the coming year:
2. How do these align with departmental goals?
3. List the employee’s development goals for the coming year:
4. In the coming year, how will you provide guidance and assistance for the employee to accomplish his/her goals?

|  |  |
| --- | --- |
| **Manager’s Signature:**  | **Date:**  |
| *Provide a copy of this form, completed and signed, to employee.* |
| **Employee’s Signature:**  | **Date:**  |
|  |

**This annual performance review will become part of your personnel file. Please sign below to acknowledge you have received this document.**