

Employee Assessment

Edition: March 2015

Please note: This is a sample assessment instrument intended for field testing, study and educational purposes. Users may adapt this instrument to their own needs but it is not recommended to use "as-is" given the unique needs of each organization.

Assessee:

Assessor:

Date:

	1	2	3	4	
	Strongly Disagree	←————→		Strongly Agree	Why?
1. Given what I know of this person's performance, and if it were my money, I would award this person the highest possible increase in compensation.					
2. Given what I know of this person's performance, I would always want him or her on my team.					

3. This person is at risk for low performance: Yes ___ No ___

Why?

4. This person is ready for promotion today: Yes ___ No ___

Why?

Learn More About The Principles Behind This Instrument:

Marcus Buckingham and Ashley Goodall, "Reinventing Performance Management." *Harvard Business Review*, April 2015. Accessed online March 17, 2015: <https://hbr.org/2015/04/reinventing-performance-management>.

Jena McGregor, "What if you could replace performance evaluations with four simple questions?" *The Washington Post*, March 17, 2015. Accessed online March 17, 2015: <http://www.washingtonpost.com/blogs/on-leadership/wp/2015/03/17/deloitte-ditches-performance-rankings-and-instead-will-ask-four-simple-questions/>.

Floyd Rumohr, "Employee Performance Review." *Rumohr and Clarke Nonprofit Blog*, March 2015. <http://wp.me/p2CRTK-nV>.