

ASPS EXECUTIVE COMMITTEE INDIVIDUAL PERFORMANCE REPORT

approved 7/11/2018

Report For: _____

Report Date: _____

As part of this annual performance evaluation process, you are asked to evaluate your own performance as an Executive Committee member and that of your peers. This confidential assessment will help to ensure the ASPS Executive Committee is prepared to provide the strategic guidance and oversight needed over the next several years through personal development of individual Executive Committee members and collectively as the Executive Committee.

	Personal	Personal	Personal	Executive Committee	Scale
	Year 1	Year 2	Year 3	Year 3	
	Avg. Score	Avg. Score	Avg. Score	Avg. Score	
Overall Score	--	--	--		4.50 - 5.00 = Outstanding
Responsibility					3.75 – 4.49 = Surpasses
<i>Behaviors</i>	--	--	--		2.75 – 3.74 = Acceptable
<i>Relationships</i>	--	--	--		2.25 – 2.74 = Marginal
<i>Leadership</i>	--	--	--		Below 2.24 = Deficient

	Executive Committee Average	You Rated Yourself	Peers Rated You
Behaviors			
1. Member comes to Board and Executive Committee meetings prepared, having reviewed relevant materials prior to the meeting.	0.00	.00	0.00
2. Member demonstrates knowledge of ASPS structure, as well ASPS's major programs and services.	0.00	.00	0.00
3. Member participates fully in all Executive Committee meetings.	0.00	.00	0.00
4. Member is effective communicator – presents Information clearly and succinctly.	0.00	.00	0.00
5. Member's contributions reflect knowledge of current trends and important developments in the field.	0.00	.00	0.00
6. Member is responsive to inquiries and honors commitments on time.	0.00	.00	0.00
Relationships			
7. Member fosters effective working relationships with other board members.	0.00	.00	0.00
8. Member fosters effective working relationships with ASPS staff.	0.00	.00	0.00
9. Member is open, approachable and actively listens to the opinions and concerns of others.	0.00	.00	0.00
10. Member is able to compromise and help the Board Reach consensus.	0.00	.00	0.00
11. Member remains objective, does not allow personal Relationships to influence ASPS business decision making.	0.00	.00	0.00
12. Member adds a unique perspective and insight to task forces, To committee assignments and to the board.	0.00	.00	0.00

	Executive Committee Average	You Rated Yourself	Peers Rated You
Leadership			
13. Member is seen as go-to person and decision maker on behalf of the ASPS.	0.00	.00	0.00
14. Member helps the Executive Committee frame discussions, helps identify problems and suggests potential solutions.	0.00	.00	0.00
15. Member helps the Executive Committee focus on long-term vision and outcomes, and important short-term projects.	0.00	.00	0.00
16. Member demonstrates the ability to act as an ASPS spokesperson.	0.00	.00	0.00
17. Member possesses the leadership qualities and abilities needed to be an effective Executive Committee member.	0.00	.00	0.00

Open-Ended Questions

18. What strengths does the Board Vice President/Board Vice President Candidate exhibit that you believe positively impacts the operation of the Executive Committee
19. What specific behaviors would you suggest the Board Vice President/Board Vice President Candidate change to improve his/her impact as a leader and group member?
20. Is the overall performance of this individual appropriate for advancement to a higher office with and eventual trajectory towards President of the Society/Foundation?