



Flexible Leadership Model Employee Development Assessment

Nan McKay

Employee Name: _____

Date: _____

Instructions: Rate the employee on each item from 1 (Strongly Disagree) to 5 (Strongly Agree) based on your observation of their performance and behavior. Please be honest and objective in your evaluation.

Section 1: Development Level 1 (D1) - High Enthusiasm, Low Skill

1. The employee is eager to learn new tasks but lacks the necessary skills:

- 1
- 2
- 3
- 4
- 5

2. The employee is enthusiastic about new responsibilities but requires a lot of guidance:

- 1
- 2

- 3
- 4
- 5

3. The employee requires clear and detailed instructions to perform tasks effectively:

- 1
- 2
- 3
- 4
- 5

4. The employee shows curiosity and interest in acquiring new skills:

- 1
- 2
- 3
- 4
- 5

Section 2: Development Level 2 (D2) - Decreased Enthusiasm, Some Skills

5. The employee can perform some tasks independently but lacks consistency:

- 1
- 2

3

4

5

6. The employee becomes discouraged or frustrated when faced with complex tasks:

1

2

3

4

5

7. The employee needs reassurance and feedback to maintain motivation:

1

2

3

4

5

8. The employee benefits from a supportive and coaching leadership style:

1

2

3

4

5

Section 3: Development Level 3 (D3) - Moderate to High Competence, Variable Commitment

9. The employee is technically competent but lacks confidence:

1

2

3

4

5

10. The employee sometimes lacks the motivation or commitment to complete tasks independently:

1

2

3

4

5

11. The employee benefits from a supportive and participative leadership style:

1

2

3

4

5

12. The employee shows potential to develop further with increased self-confidence:

1

2

3

4

5

Section 4: Development Level 4 (D4) - High Competence, High Commitment

1

2

3

4

5

13. The employee consistently demonstrates a high level of skill and competence:

1

2

3

4

5

14. The employee shows initiative and requires little supervision to complete tasks:

- 1
- 2
- 3
- 4
- 5

15. The employee demonstrates a high level of confidence and commitment:

- 1
- 2
- 3
- 4
- 5

16. The employee is self-reliant and can be trusted to deliver without detailed supervision:

- 1
- 2
- 3
- 4
- 5

General Observations & Comments:

Leadership Style Recommendation & Action Plan:

Based on the highest-scoring development level, recommend the most appropriate leadership style (Directing, Coaching, Supporting, Delegating) and plan your approach to foster the employee's development.