



# Leader Development Program Candidate Evaluation Form

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## Candidate Information:

**Candidate's Name:** \_\_\_\_\_

**Position:** \_\_\_\_\_

**Evaluator's Name:** \_\_\_\_\_

**Date of Evaluation:** \_\_\_\_\_

**Instructions:** Please evaluate the candidate's suitability for the Leader Development Program based on the provided criteria. Rate each criterion on a scale of 1 to 5, where:

- 1: Unsatisfactory
- 2: Needs Improvement
- 3: Satisfactory
- 4: Very Good
- 5: Outstanding

## Criteria for Evaluation:

### 1. Communication Skills

- Effectively conveys ideas and instructions.
- Listens actively and engages in open dialogue.
- Uses clear and concise language.

Rating: [ ]

## **2. Leadership Potential**

- Displays the ability to inspire and motivate others.
- Exhibits a proactive attitude towards taking on leadership responsibilities.
- Demonstrates a clear vision for their role as a leader.

Rating: [ ]

## **3. Problem-Solving**

- Analyzes challenges thoroughly before proposing solutions.
- Utilizes creative and effective problem-solving techniques.
- Consistently resolves issues to the benefit of the team and organization.

Rating: [ ]

## **4. Decision-Making**

- Makes well-informed decisions, considering available information.
- Balances short-term needs with long-term goals.
- Demonstrates confidence and decisiveness in decision-making.

Rating: [ ]

## **5. Adaptability**

- Embraces change and adapts to new situations.
- Shows flexibility in response to shifting priorities.

- Maintains composure during uncertainty.

Rating: [ ]

## **6. Collaboration and Teamwork**

- Promotes a collaborative work environment.
- Encourages open communication and idea-sharing.
- Effectively resolves conflicts and fosters teamwork.

Rating: [ ]

## **7. Strategic Thinking**

- Aligns tasks with broader organizational goals.
- Demonstrates the ability to anticipate future challenges and opportunities.
- Contributes to the development of innovative strategies.

Rating: [ ]

## **8. Ethical and Professional Conduct**

- Upholds high ethical standards in all actions.
- Demonstrates professionalism and respect for others.
- Acts as a role model for peers and subordinates.

Rating: [ ]

## **9. Coaching and Mentorship**

- Provides constructive feedback to team members.
- Guides and supports others in their professional growth.

- Demonstrates patience and empathy in coaching interactions.

Rating: [ ]

## 10. Alignment with Organizational Values

- Consistently demonstrates behaviors that reflect the organization's values.
- Embodies the mission and vision of the organization.
- Acts as an advocate for the company's core principles.

Rating: [ ]

**Additional Comments:** Please provide any additional comments or observations related to the candidate's leadership potential and alignment with the Leader Development Program.

**Recommendation:** Based on your assessment, please select one of the following:

- Strongly Recommend for Leader Development Program
- Recommend for Leader Development Program
- Recommend with Reservations
- Do Not Recommend at This Time

**Evaluator's Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Thank you for your valuable input and assessment.

This form provides a structured way for members of the evaluation panel to assess and provide feedback on leader development program candidates. It covers a range of leadership criteria and ensures a comprehensive evaluation process.