EXECUTIVE DIRECTOR COMPETENCIES ASSESSMENT

Emplo	oyee Name		
State_	tate Date/		
Please	rate your level of training n	eed in the following areas.	
1.		Moderate need for training	On. No need for any further training
2.		rams align with the overall organized Moderate need for training	zational mission. No need for any further training
3.	mission, philosophy, and goal		to show alignment with vision, No need for any further training
4.		onal drift from vision, mission, ph Moderate need for training	nilosophy, and goals. No need for any further training
5.	organizational decisions.	which the vision, philosophy, and Moderate need for training	values are applied in making No need for any further training
6.	quality customer service, empthat further social justice.		nent, and programs and services No need for any further training
7.	Inspires the workforce to mova superior manner. Strong need for training	we beyond cynicism and complace Moderate need for training	ncy, and perform and produce in No need for any further training
8.	Demonstrates the ability to as Strong need for training	ssume different leadership styles a Moderate need for training	s appropriate to the situation. No need for any further training

9.	Possesses strong skills in emot	tional intelligence, self-awareness	, self-mastery, etc.
	Strong need for training	Moderate need for training	No need for any further training
10.	=	d with others and form positive rel Moderate need for training	ationships easily. No need for any further training
11.	±	n others, both internally and extern Moderate need for training	nally. No need for any further training
12.	Demonstrates commitment to Strong need for training	the work of the agency. Moderate need for training	No need for any further training
13.	performance data to discuss su	tes deep knowledge about the work iccesses and challenges. Moderate need for training	No need for any further training
14.	organization develops healthy	nizing the human potential of staff and productive practices that development development and productive practices that development develo	
15.	supplement one's own and to l	semble a leadership team of indivibe a "team player." Moderate need for training	duals whose skills and abilities No need for any further training
16.	and marketing, applications of understanding or "feel" for the	rledge of budget and finance, hum information technology, and exter core work of the organization. Moderate need for training	
17.	<u> </u>	resources to serve the needs of div Moderate need for training	verse clients. No need for any further training
18.	Understands and makes use of agency.	historical and current data to info	orm decision-making about the
		Moderate need for training	No need for any further training

19.		urning around dysfunctional organ Moderate need for training	No need for any further training
20.		ninking and problem solving skills. Moderate need for training	No need for any further training
21.	Manages ambiguous and comp Strong need for training		No need for any further training
22.		cal trends, shifts in trends, values, a Moderate need for training	
23.	Displays keen skills in strategi Strong need for training	c thinking. Moderate need for training	No need for any further training
24.	-	tnerships to maximize agency reso Moderate need for training	No need for any further training
25.	Engages in and promotes ethic Strong need for training	ral conduct. Moderate need for training	No need for any further training
26.	Protects the integrity and reput Strong need for training		No need for any further training
27.		izational culture that values profes	sionalism, service, and ethical
	Strong need for training	Moderate need for training	No need for any further training
28.	_	volved in the identification and pla	anning of their own professional
	development. Strong need for training	Moderate need for training	No need for any further training
29.	Displays the ability to carry or anxiety.	n effectively in the face of adversit	y, ambiguity, uncertainly, and
	Strong need for training	Moderate need for training	No need for any further training

30.	Demonstrates the ability not to be "consumed' by executive responsibilities and helps others to achieve the balance and maintain a sense of humor and perspective.		
		Moderate need for training	No need for any further training
31.	Consistently and effectively motivates governance body members, employees, clients, and other key constituencies to work toward achieving the organizational mission.		
	Strong need for training	Moderate need for training	No need for any further training
32.	Communicates effectively to multiple constituencies, through various means and media, the mission, vision, and values of the organization along with organizational programs, policies, and performance so as to promote organizational transparency and enhance support and understanding from internal and external stakeholders.		
	Strong need for training	Moderate need for training	No need for any further training
33.		cally in concert with key stakehol ure success in the current and futu Moderate need for training	
34. Successfully advocates at the national, state, and local levels for the organization, its clients for issues promoting social justice for vulnerable populations.			_
	Strong need for training	Moderate need for training	No need for any further training
35.	Designs and manages the workplace to ensure a positive and supportive culture and climate for staff and clients.		
	Strong need for training	Moderate need for training	No need for any further training
36. Designs and manages employee relation are implemented in a consistent manner			that are fair, adhere to law, and
	Strong need for training	Moderate need for training	No need for any further training
37.	Supervises recruitment, hiring, training, performance assessment, and promotion/termination based on established criteria.		
	Strong need for training	Moderate need for training	No need for any further training
38.	employees, clients, and the ge	<u>=</u>	t-free work environment for
	Strong need for training	Moderate need for training	No need for any further training

39.	Successfully recruits and retains a diversity of employees to reflect the communities and constituencies served by the organization.		
	Strong need for training	Moderate need for training	No need for any further training
40.	Manages utilization of resource and goals.	ces to ensure that they are in line v	with the organization's mission
	Strong need for training	Moderate need for training	No need for any further training
41.	Ensures that expenditures are allowable and appropriate and that allocated funds are available throughout the fiscal year.		
	Strong need for training	Moderate need for training	No need for any further training
42.	Monitors revenue and expend consistent with anticipated inc	itures at regular intervals to ensure	e that budget assumptions are
	Strong need for training	Moderate need for training	No need for any further training
43.	. Oversees equitable allocation of funds based on such indicators as surveys/audits, outcomes, and historical precedent.		
	Strong need for training	Moderate need for training	No need for any further training
44.	•	are that operating units have sufficed other visual tools to link expende	* *
	Strong need for training	Moderate need for training	No need for any further training
45.		zational budgets in a manner that nomplies with requirements of fundo	
	Strong need for training	Moderate need for training	No need for any further training
46.	Develops and implements a system of internal controls that adequately safeguards the resources of the organization.		
	Strong need for training	Moderate need for training	No need for any further training
47.		s to protect the organization and it isks incurred within the scope of c	
	Strong need for training	Moderate need for training	No need for any further training

Assures the appropriate safety, maintenance, protection, and utilization of other organizational resources, such as facilities and equipment.		
	* *	No need for any further training
		sure the organizational
Strong need for training	Moderate need for training	No need for any further training
Identifies and utilizes technological	ogy resources to enhance the organ	nization's processes.
Strong need for training	Moderate need for training	No need for any further training
Uses resources to promote the	effective use of technology for cl	ients and staff.
Strong need for training	Moderate need for training	No need for any further training
Remains current with develop	ments in technology and upgrades	the organization accordingly.
Strong need for training	Moderate need for training	No need for any further training
Encourages adaptation of tech efficiency and quality.	nology for service tracking and fo	or other purposes that enhance
Strong need for training	Moderate need for training	No need for any further training
Strong need for training	Moderate need for training	No need for any further training
assessments, client data, resea	ommunity and user needs,	
Strong need for training	Moderate need for training	No need for any further training
<u> </u>		analyzing data to measure
Strong need for training	Moderate need for training	No need for any further training
	resources, such as facilities and Strong need for training Helps design and manage a prontinuity of executive, professor Strong need for training Identifies and utilizes technology Strong need for training Uses resources to promote the Strong need for training Remains current with developy Strong need for training Encourages adaptation of technefficiency and quality. Strong need for training Guides program staff in design the organization that respect a Strong need for training Supports and assists staff in plassessments, client data, research demographics, resources, and Strong need for training Develops and enforces proceded program quality and achievem	resources, such as facilities and equipment. Strong need for training

57. Protects the agency from undue risk by ensuring that appropriate policies and partial areas of operation.			te policies and procedures exist in
	Strong need for training	Moderate need for training	No need for any further training
	_	itoring all areas of the organization keeping, accounting, purchasing). Moderate need for training	No need for any further training
	59. Ensures adherence to all law Strong need for training	s, regulations, contracts, and legal Moderate need for training	agreements No need for any further training
	Executive Director Printed	Name	
	Executive Director Signatu	re/Date	