

## ASPS OFFICER INDIVIDUAL PERFORMANCE REPORT

Updated 7/22/24

Report For: \_\_\_\_\_

Report Date: \_\_\_\_\_

Members currently serving in or seeking an officer position on the Society / Foundation Board of Directors are required to complete a 360-degree evaluation as part of the Nominating Committee's candidate vetting process and/or the Society's performance evaluation process. Society members and staff with whom these officers have worked in an ASPS/PSF volunteer leadership capacity are also asked to evaluate the officers.

This confidential assessment will help to ensure the ASPS and PSF Board of Directors is prepared to provide the strategic guidance and oversight needed over the next several years through personal development of individual officers and collectively as the ASPS/PSF Board of Directors.

	<i>Personal Year 1 Avg. Score</i>	<i>Personal Year 2 Avg. Score</i>	<i>Personal Year 3 Avg. Score</i>	<i>Board Year 3 Avg. Score</i>	<b>Scale</b>
<b>Overall Score</b>	--	--	--		4.50 - 5.00 = Outstanding
<b>Responsibility</b>					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

	<b>Board Director Average</b>	<b>You Rated Yourself</b>	<b>Others Rated You</b>
<b>Behaviors</b>			
1. Member comes to Board 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 Board meetings.	0.00	.00	0.00
4. Member is an 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
<b>Relationships</b>			
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

	<b>Board Director Average</b>	<b>You Rated Yourself</b>	<b>Others Rated You</b>
<b>Leadership</b>			
13. Member is seen as a go-to person and decision maker on behalf of the ASPS.	0.00	.00	0.00
14. Member helps the Board frame discussions, helps identify problems and suggests potential solutions.	0.00	.00	0.00
15. Member helps the Board 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 Board 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 Board?
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 an eventual trajectory towards President of the Society/Foundation?