

ANNUAL CEO PERFORMANCE EVALUATION

NAME:

EVALUATION DATE:

EVALUATION PERIOD:

PERFORMANCE RATINGS

- 4. **EXCEEDS expectations** – Above-average performance that both exceeds standards and makes a significant contribution to the success of the CT Paid Leave Authority.
- 3. **MEETS expectations** – Performance meets expectations. Strong along a number of dimensions, few weaknesses.
- 2. **NEEDS IMPROVEMENT** – Fell short of expectations. Performance weak in one or more areas.
- 1. **UNSATISFACTORY** – Very poor performance.

PERFORMANCE SUMMARY

CEO's main areas of strength:

--

CEO's main areas of for development:

--

Achievement toward stated goals during review period:

--

Overall rating: Performance score on 1-4 scale

Competencies

Competency	Comments (including both strengths and areas for development, where appropriate)	Score
Technical and functional expertise. Understands and performs all job responsibilities. Displays necessary skills, knowledge and expertise. Delivers high-quality, accurate results.		
Problem solving and decision making. Works productively and efficiently to meet deadlines; Anticipates obstacles and issues; Handles difficult situations, anticipating and pursuing logical next steps. Demonstrates good judgement; reaches sound conclusions. Is flexible, adapts quickly to new circumstances or priorities.		
Client/customer focus. Demonstrates responsiveness and service orientation. Has mature, courteous, professional approach. Identifies, anticipates and understand the needs of others; responds quickly with practical solutions. Effectively manages expectations.		
Communication. Demonstrates a concise and effective style in both oral and written communication. Actively listens to others, shows that he/she understands and values other's views. Able to influence others effectively and appropriately.		

<p>Role model. Performs role with highest level of integrity. Represents Authority well, protects the organization’s interests. Maintains confidentiality of sensitive information. Treats all others with respect; generates trust. Aligns individual goals with organization goals; works for the benefit of the organization beyond self.</p>		
<p>People development and leadership. Motivates and develops team to work independently and deliver to the highest standards. Balances control and delegation; is available and approachable. Mentors staff. Builds effective teams and plans for future resource needs.</p>		
<p>Value creation and impact. Influences across and beyond the organization, effectively leading change, originating ideas, and championing and gaining commitment. Manages strategy development, work priorities and team process to ensure clear customer focus and input.</p>		

ACKNOWLEDGEMENT

I have reviewed this performance evaluation and discussed the content with my manager.

CEO signature: _____ Date: _____

Board Chairperson signature: _____ Date: _____