

**U.S. DEPARTMENT OF ENERGY**

**SENIOR EXECUTIVE SERVICE CANDIDATE DEVELOPMENT PROGRAM (SESCDP)**

**Supervisor's Evaluation of Candidate's Performance  
During Developmental Assignment**

DATE: \_\_\_\_\_

NAME OF SES CANDIDATE: \_\_\_\_\_

TITLE OF POSITION: \_\_\_\_\_

LOCATION OF ASSIGNMENT: \_\_\_\_\_

ASSIGNMENT DURATION: \_\_\_\_\_

**PART I: EVALUATION OF ASSIGNMENT OBJECTIVES**

Please evaluate the candidate's level of performance in meeting the objectives of the assignment as Successful or Unacceptable.

<b>Objectives</b>	
<b>Standards</b>	
<b>Performance Evaluation</b>	

*PLEASE RATE YOUR OVERALL EVALUATION OF THE CANDIDATE'S PERFORMANCE BY CIRCLING A NUMBER ON THE SCALE BELOW:*

20 19 18 17 16	15 14 13	12 11 10 9	8 7 6 5	4 3 2 1
EXCELLENT	VERY GOOD	SATISFACTORY	POOR	UNACCEPTABLE

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**PART II: EVALUATION OF EXECUTIVE CORE QUALIFICATIONS**

Please evaluate the SES Candidate Development Program candidate's performance during the assignment for the applicable Executive Core Qualifications by providing narrative comments.

**Leading Change:** The ability to develop and implement an organizational vision which integrates key national and program goals, priorities, values and other factors. Inherent to it is the ability to balance change and continuity—to continually strive to improve customer service and program performance within the basic Government framework, to create a work environment that encourages creative thinking and to maintain focus, intensity and persistence, even under adversity.

Narrative Comments:

**Leading People:** The ability to design and implement strategies which maximize employee potential and foster high ethical standards in meeting the organization's vision, mission and goals.

Narrative Comments:

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**Results Driven:** The ability to make timely and effective decisions and produce results through strategic planning and the implementation and evaluation of programs and policies.

Narrative Comments:

**Business Acumen:** The ability to acquire and administer human, financial, material and information resources in a manner which instills public trust and accomplishes the organization's mission and to use new technology to enhance decision-making.

Narrative Comments:

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**Building Coalitions/Communication:** The ability to explain, advocate and express facts and ideas in a convincing manner, and negotiate with individuals and groups internally and externally. It also involves the ability to develop an expansive professional network with other organizations, and to identify the internal and external politics that impact the work of the organization.

Narrative Comments:

\_\_\_\_\_  
SES CANDIDATE SIGNATURE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
SUPERVISOR SIGNATURE/ORGANIZATION

\_\_\_\_\_  
DATE