

DIMENSION RATING GRID

- 5 - Essential:** This element is absolutely essential to doing the job effectively; it is impossible to perform effectively without this element.
- 4 - Very Important:** This element is important to the job success and it would be very difficult (but not impossible) to be effective without this element.
- 3 - Important:** This element is definitely helpful and often necessary to doing the job effectively; this element makes a noticeable difference in the overall performance in the job.
- 2 - Useful:** This element can help in doing the job effectively, but a person could attain satisfactory performance without it.
- 1 - Unnecessary:** This element is not necessary to do the job effectively; it has little or no bearing on overall performance in the job.

Dimension	Rating
Oral Communication Effectiveness of spoken expression in individual and group situations (including gestures and non-verbal communication).	
Written Communication Effectiveness of expression in writing.	
Interpersonal Insight Perceiving and reacting to the needs of others and understanding the impact of self on others.	
Problem Analysis Skill in identifying problems, securing relevant information and identifying possible causes of problems.	
Judgment Ability to develop alternative solutions to problems, to evaluate courses of action, and to reach logical decisions.	
Decisiveness Readiness to make decisions, render judgment, take action, and commit oneself.	
Planning and Organization Ability to efficiently establish an appropriate course of action for self or others to accomplish a specific goal, to make proper assignments of personnel, and to use resources appropriately.	
Delegation and Control Effectiveness in direction, monitoring, assessment and development of subordinates.	