

IACP/OACP Dimension Relevancy Form

Agency _____

Position Being Rated _____

Your Name _____

Your Position _____

Date _____

Below are eight important sets of knowledge, skills and abilities characterized as Dimensions. Using the 5 to 0 scale below, please indicate how relevant you believe each Dimension is to efficiently and effectively carrying out the responsibilities of this position.

- 5 - Extremely Relevant
- 4 - Highly Relevant
- 3 - Relevant
- 2 - Slightly Relevant
- 1 - Barely Relevant
- 0 - Not Relevant

IACP/OACP Dimension	Rating 5 to 0
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.	

IACP/OACP Dimension Frequency Form

Agency _____

Position Being Rated _____

Your Name _____

Your Position _____

Date _____

Below are eight important sets of knowledge, skills and abilities characterized as Dimensions. Using the 5 to 0 scale below, please indicate how frequently you believe each Dimension is used in efficiently and effectively carrying out the responsibilities of this position.

- 5 - Extremely Frequent
- 4 - Highly Frequent
- 3 - Frequent
- 2 - Slightly Frequent
- 1 - Barely Frequent
- 0 - Not Used

IACP/OACP Dimension	Rating 5 to 0
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.	
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