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**Candidate Potential Rating Form**

*This form is meant to aid the review of a candidate’s potential within your organization. This will assess a candidate’s ability to grow within the organization and how much the organization will invest into the candidate. Each competency has a 5 point scale. At the end of the review of the candidate’s potential, the average score of the candidate should be a 3 or higher. This is found by adding up the total points of the candidate and dividing by the total number of competencies/strategic goals/core values assessed.*

*Each potential rating category is defined below. Please score accordingly.*

|  |  |
| --- | --- |
| *Low Performing Candidate* | * Candidate has a poor performance; spotty track record of delivering results; doing just enough to get by; and not considered ready, willing, or able for future roles.
* Candidate has had little to no training.
* Candidate shows little to no willingness to gain knowledge in this area and become an asset to the organization.
* Candidate may have potential to be an asset to the organization further down the line, but candidate may also be an anchor on the organization. Ensure investments in growth are not wasted.
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| *Core Candidate* | * Candidate shows an above average/medium level performance in the referenced competency/core value/strategic goal.
* Candidate has had comprehensive training and is well-placed to grow within current role.
* Candidate will need further development over a 1 -2 year period to be considered “ready” for performing organizational duties with little to no oversight.
* Candidate will be backbone to success of business and team.
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| *Future Leader* | * Candidate is best of the best; exceptional performance; delivers consistent and sustainable results; possesses enormous drive for achievement and ambition; stellar role models for both “what” and “how” results are achieved.
* Candidate is a leader who is able to train others on this competency/core value/strategic goal.
* If applicable, candidate is certified and a trusted and active advisor within the professional community.
* Candidate realizes their full potential while at the same time performing at their peak. They are well-equipped to take on any assignment and poised to transform your organization into a better version of itself.
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*Name of Candidate: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

*Position Considered: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

|  |  |  |  |
| --- | --- | --- | --- |
| **Competency** | **Low Performing Candidate** **– 1 Point** | **Core Candidate – 3 Points** | **Future Leader – 5 Points** |
| Insert competency, core value or strategic goal pertinent to the job series |  |  |  |
| Competency/core value/strategic goal #2 |  |  |  |
| Competency/core value/strategic goal #3 |  |  |  |

TOTAL SCORE: \_\_\_\_\_\_\_\_

AVERAGE SCORE: \_\_\_\_\_\_\_

Candidate Assessment:

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