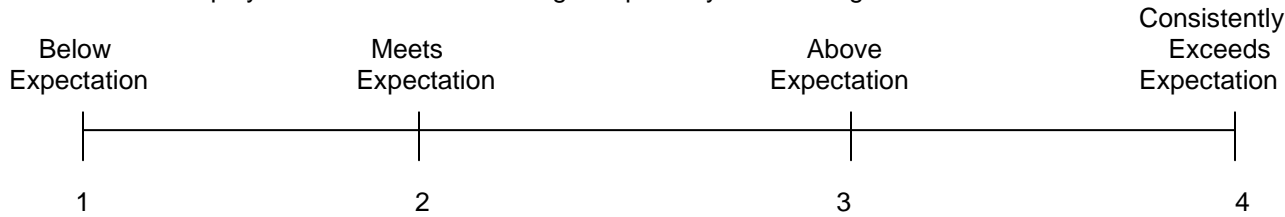


BRANTWOOD'S EXECUTIVE DIRECTOR LEADERSHIP COMPETENCY PROFILE

Please rate the employee in each of the following competency areas using the scale below:



Client Service	Responds to resident needs	Simply & clearly presents ideas	Actively listens	Requests & gives constructive feedback	Timely communication (both verbal & written)	Balances requests with needs
Rating						

Manages Resources	Takes initiative (goal setting)	Takes risks using all available information	Makes well reasoned decisions	Follows through on initiatives	Makes efficient use of resources	Keeps people updated	Anticipates change in the workplace & field
Rating							

Teamwork	Supports organizational & team goals	Puts organization & team goals first	Seeks & builds consensus	Respectful of others needs	Seeks organization & team involvement	Sustains working relationships	Treats everyone fairly
Rating							

Business & Individual Skills	Is trustworthy	Brings value to the business	Makes decisions in a timely manner	Can visualize the future	Coaches & develops others	Recognizes problems & seeks out solutions	Has business knowledge & skills
Rating							

Professional & Technical Knowledge	Acts independently	Positively motivates others	Organizes own work	Shares expertise with others	Actively increases skills/professional experience	Seeks to improve existing processes	Possesses professional & technical expertise
Rating							

Agency Specific	Understands & applies Health and Safety measures	Supports & enforces training initiatives	Practices dispute resolution	Networks & builds community relationships	Participates in & supports succession planning
Rating					

Board Chairs Signature

Date

Executive Director Signature

Date