

# EXECUTIVE PERFORMANCE SCORECARD

Confidential  
Executive Name:  
Reviewer:  
Review Period:  
Date:

1: Does Not Meet 2: Partially Meets 3: Fully Meets Expectations 4: Exceeds Expectations 5: Distinguished Performance

CORE COMPETENCY	EVALUATION CRITERIA	SCORE (1-5)
<b>Strategic Leadership</b>	Vision setting, long-term planning, and alignment with corporate goals.	
<b>Financial Acumen</b>	Budget management, P&L responsibility, and ROI on major initiatives.	
<b>Operational Excellence</b>	Efficiency of processes, resource allocation, and execution speed.	
<b>People &amp; Culture</b>	Talent development, succession planning, and driving engagement.	
<b>Innovation &amp; Change</b>	Ability to lead transformation and foster a culture of creative problem-solving.	

## Composite Performance Rating

### EXECUTIVE SUMMARY & KEY ACHIEVEMENTS

**DEVELOPMENTAL AREAS & FUTURE GOALS**

Executive Signature

Board Representative Signature