

LEADERSHIP PERFORMANCE REVIEW

Evaluation Cycle: 2023 - 2024

Leader Name: _____

Department: _____

Reviewer: _____

Date: _____

COMPETENCY CATEGORY	KEY INDICATORS & BEHAVIORS	SCORE (1-5)
Strategic Vision	Aligns team goals with organizational mission. Anticipates market trends and plans accordingly.	
Team Empowerment	Delegates effectively. Mentors direct reports and fosters professional growth.	
Decision Making	Makes timely, data-driven decisions under pressure. Balances risk and innovation.	
Communication	Provides clear direction. Actively listens and facilitates transparent feedback loops.	
Emotional Intelligence	Manages conflict professionally. Remains composed and empathetic during challenges.	

COMPETENCY CATEGORY	KEY INDICATORS & BEHAVIORS	SCORE (1-5)
Execution & Results	Consistently meets KPIs. Drives operational excellence and accountability.	

Cumulative Leadership Score:

1: Improvement Required 2: Developing 3: Proficient 4: Advanced 5: Role Model

Qualitative Comments & Growth Objectives:

Reviewer Signature: _____

Leader Signature: _____