

MANAGERIAL PERFORMANCE CHART

Confidential Document

Manager Name: _____

Reviewer Name: _____

Department: _____

Review Date: _____

1: Unacceptable **2:** Needs Improvement **3:** Meets Expectations **4:** Exceeds Expectations **5:** Outstanding

COMPETENCY CATEGORY	KEY INDICATORS / OBSERVATIONS	SCORE (1-5)
Strategic Leadership	Vision alignment, decision-making quality, and long-term planning.	
Team Development	Mentorship, conflict resolution, and fostering professional growth.	
Operational Excellence	Resource management, process efficiency, and goal attainment.	
Communication	Transparency, clarity of instruction, and active listening.	
Accountability	Ownership of results, ethics, and reliability under pressure.	

COMPETENCY CATEGORY

**KEY INDICATORS /
OBSERVATIONS**

**SCORE
(1-5)**

Final Aggregate Score

Reviewer Comments:

Manager Signature / Date

Reviewer Signature / Date