

# Individual Competency

**Unique ID**  
**Employee Name**

**Employee Position**  
**Job Group**

CEO/President  
 CEO/BOARD EVALUATION 2

## Essential Competencies

Competency	Self Score	Average Score	Previous Period Avg.	Percent Change
Demonstrates Integrity and Values Accountability	100.00%	93.75%	94.44%	-0.74%
Models & Promotes Professionalism	100.00%	92.36%	95.14%	-2.92%
Is a Good Decision Maker	93.75%	88.89%	91.67%	-3.03%
Knows and Drives the Mission, Vision and Culture of the Organization	87.50%	88.89%	88.89%	0.00%
Values Initiative and Innovation	87.50%	89.58%	92.36%	-3.01%
Board Relations	87.50%	85.42%	91.67%	-6.82%
Is a Good Leader	81.25%	88.89%	91.67%	-3.03%
Effectively Communicates	81.25%	84.72%	91.67%	-7.58%
Actively Responds to Factors Impacting the Organization's Industry	81.25%	94.44%	90.28%	4.62%
<b>Averages</b>	<b>88.89%</b>	<b>89.66%</b>	<b>91.98%</b>	<b>-2.52%</b>

## Differentiating Competencies

Competency	Self Score	Average Score	Previous Period Avg.	Percent Change
Supports Learning and Employee Development	100.00%	92.36%	97.22%	-5.00%
Demonstrates Positive Motivation	100.00%	88.89%	90.97%	-2.29%
Desires to Make a Difference (Community and CU Influence)	81.25%	89.58%	87.50%	2.38%
<b>Averages</b>	<b>93.75%</b>	<b>90.28%</b>	<b>91.90%</b>	<b>-1.76%</b>

## Total Averages

	Self Score	Average Score	Previous Period Avg.	Percent Change
Essential Competency Scores	88.89%	89.66%	91.98%	-2.52%
Differentiating Competency Scores	93.75%	90.28%	91.90%	-1.76%
Average	90.10%	89.81%	91.96%	-2.33%