

Organization XYZ

CEO Assessment Sample Report

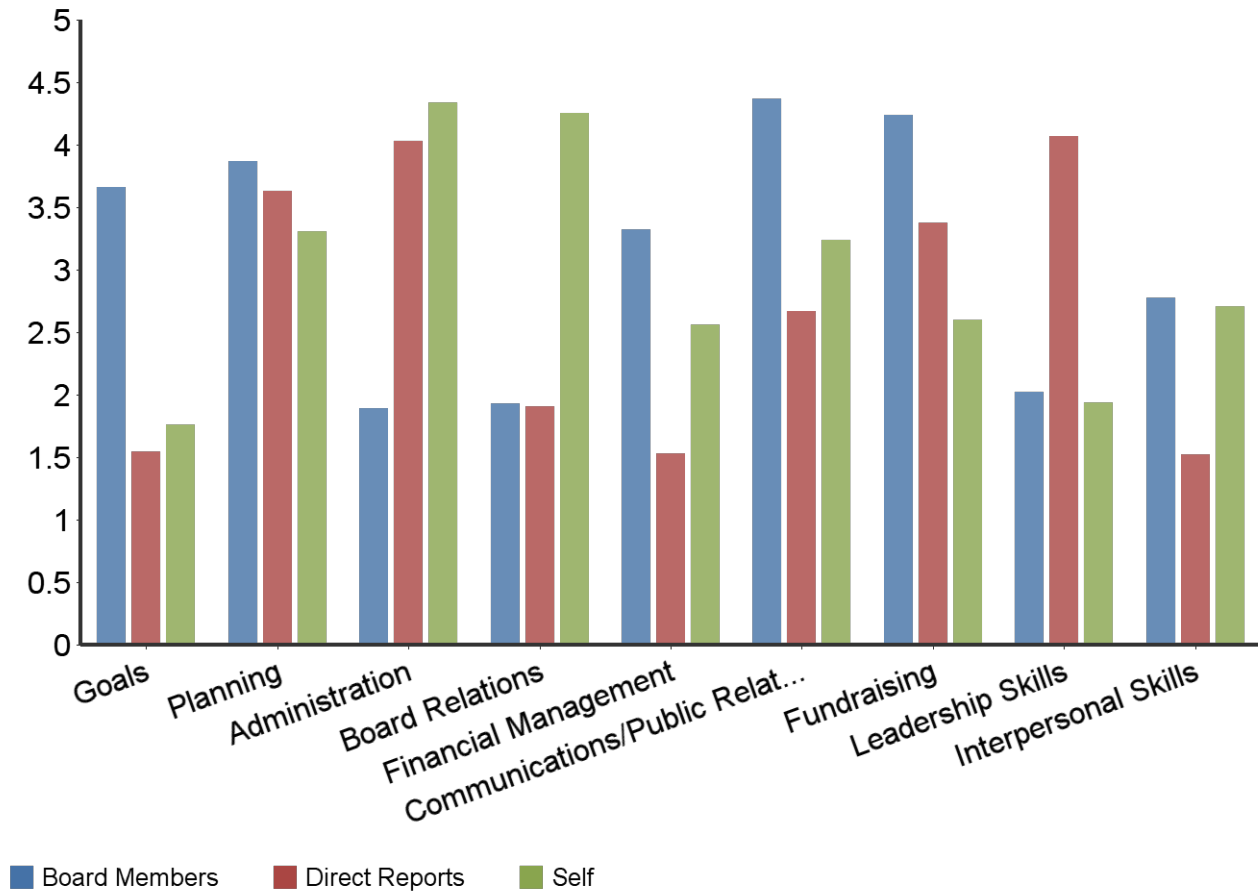
June 2017

Report For John Doe

Report Summary	
Subject:	John Doe
Number of evaluators invited:	10
Number of evaluators responded:	10
Number of evaluations received:	10
Total evaluations for this assessment:	10
Number of Board Members evaluations received:	5
Number of Self evaluations received:	1
Number of Direct Reports evaluations received:	5

Scoring Overview For John Doe

For an additional \$250, evaluator responses can be separated between board members and direct reports



Scoring Category	Board Members	Direct Reports	Self
Score	2.31	2.29	4.30
Goals	3.66	1.55	1.76
Planning	3.87	3.63	3.31
Administration	1.89	4.03	4.34
Board Relations	1.93	1.91	4.25
Financial Management	3.32	1.53	2.56
Communications/Public Relations	4.37	2.67	3.24
Fundraising	4.24	3.38	2.60
Leadership Skills	2.02	4.07	1.94
Interpersonal Skills	2.78	1.52	2.71

Highest / Lowest Table

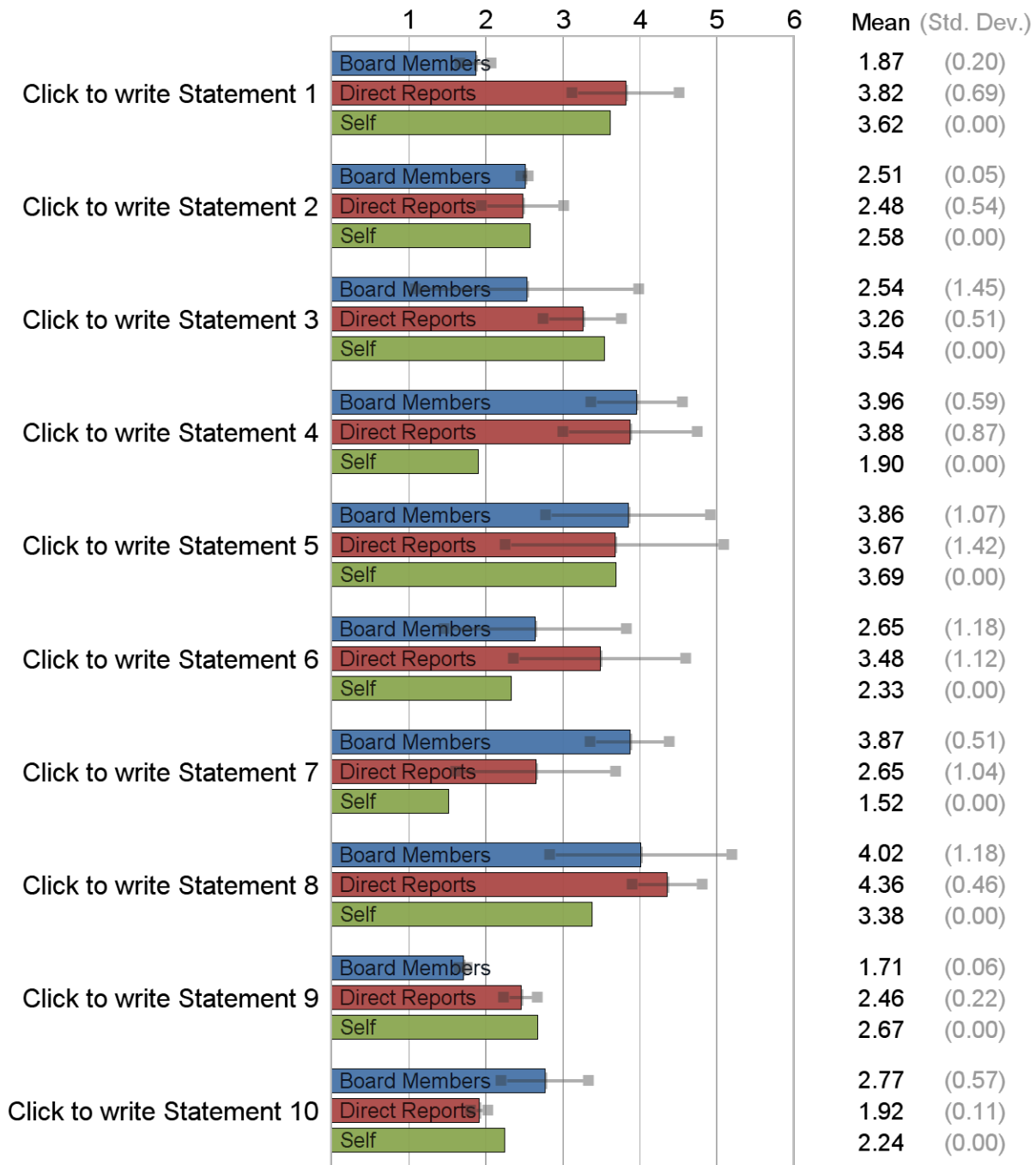
Highest Scores			
Rank	Scoring Category	Item	Average
1	Score	3.2e The ability to balance diverging and competing points of view	4.48
2	Score	2.4a Made sound financial decisions and recommendations based on a thorough understanding of the organization's overall financial picture	4.23
3	Score	2.3b Working with the board chair, focused board meetings on topics of highest priority that needed board attention and involvement	4.17
4	Score	Click to write Statement 8	4.02
5	Score	Click to write Statement 4	3.96
Lowest Scores			
Rank	Scoring Category	Item	Average
1	Score	2.2c Managed the successful delivery of programs	1.64
2	Score	3.2d The ability to build trusting relationships	1.69
3	Score	3.2a Effective problem-solving skills	1.70
4	Score	Click to write Statement 9	1.71
5	Score	2.2f Ensured compliance with all legal and regulatory requirements	1.79

Gap Assessment Table

Positive Gaps					
Rank	Scoring Category	Item	Board Members	Self	Gap
1	Score	Click to write Statement 7	3.87	1.52	2.35
2	Score	2.4a Made sound financial decisions and recommendations based on a thorough understanding of the organization's overall financial picture	4.23	1.92	2.30
3	Score	2.2b Managed the organization efficiently on a day-to-day basis	3.82	1.71	2.11
4	Score	Click to write Statement 4	3.96	1.90	2.06
5	Score	3.2e The ability to balance diverging and competing points of view	4.48	2.83	1.66
Negative Gaps					
Rank	Scoring Category	Item	Board Members	Self	Gap
1	Score	3.2d The ability to build trusting relationships	1.69	4.15	- 2.46
2	Score	3.2a Effective problem-solving skills	1.70	3.90	- 2.20
3	Score	3.2c Effective communication skills	2.07	4.27	- 2.19
4	Score	2.3d Engaged board members, collectively and individually, in understanding and making sense of the organization's environment, challenges, and potential	2.03	4.10	- 2.07
5	Score	Click to write Statement 1	1.87	3.62	- 1.74

The following performance goals were established for the chief executive of your organization. Please indicate whether the chief executive met your expectations in pursuing or achieving each of these goals.

For an additional \$250, evaluator responses can be separated between board members and direct reports



Section 1: Performance Goals

Board Members							
Question	Unsatisfactory	Needs Improvement	Meets Expectations	Exceeds Expectations	Exceptional	Response	Average Value
Click to write Statement 1	-	-	40.00%	20.00%	40.00%	5	1.87
Click to write Statement 2	20.00%	-	-	20.00%	40.00%	5	2.51
Click to write Statement 3	40.00%	20.00%	-	-	20.00%	5	2.54
Click to write Statement 4	20.00%	20.00%	20.00%	20.00%	20.00%	5	3.96
Click to write Statement 5	20.00%	-	20.00%	20.00%	20.00%	5	3.86
Click to write Statement 6	-	20.00%	20.00%	40.00%	20.00%	5	2.65
Click to write Statement 7	20.00%	-	20.00%	20.00%	20.00%	5	3.87
Click to write Statement 8	20.00%	20.00%	20.00%	20.00%	20.00%	5	4.02
Click to write Statement 9	40.00%	20.00%	-	-	-	5	1.71
Click to write Statement 10	40.00%	-	40.00%	20.00%	-	5	2.77
Direct Reports							
Question	Unsatisfactory	Needs Improvement	Meets Expectations	Exceeds Expectations	Exceptional	Response	Average Value
Click to write Statement 1	20.00%	-	-	40.00%	20.00%	5	3.82
Click to write Statement 2	-	20.00%	40.00%	20.00%	20.00%	5	2.48
Click to write Statement 3	-	20.00%	20.00%	40.00%	20.00%	5	3.26
Click to write Statement 4	-	20.00%	20.00%	20.00%	20.00%	5	3.88
Click to write Statement 5	20.00%	20.00%	20.00%	40.00%	-	5	3.67
Click to write Statement 6	60.00%	20.00%	-	20.00%	-	5	3.48
Click to write Statement 7	-	20.00%	-	-	20.00%	5	2.65
Click to write Statement 8	20.00%	20.00%	-	20.00%	20.00%	5	4.36
Click to write Statement 9	20.00%	20.00%	20.00%	20.00%	20.00%	5	2.46
Click to write Statement 10	-	20.00%	20.00%	20.00%	20.00%	5	1.92

Do you have specific comments about the chief executive's performance on these annual goals?

Please note that all comments will be included in the summary report as they were entered.

Board Members

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Temporibus orci arcu dolorem risus.

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Direct Reports

Eu accusamus lectus phasellus primis.

Felis pede! Commodo! Luctus culpa.

Ante suscipit malesuada id etiam.

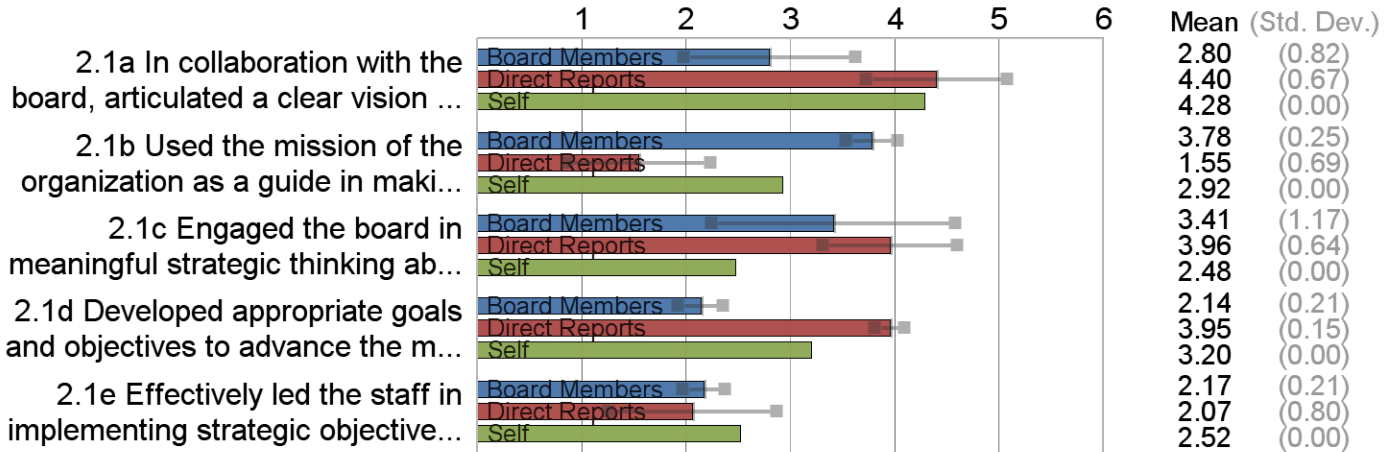
Ultricies nunc id sed metus.

Nibh tempora. Turpis id ultricies.

Self

Sollicitudin dignissim maecenas purus volutpat.

Please indicate whether the chief executive met your expectations in the following areas:



Board Members					
Question	2.1a In collaboration with the board, articulated a clear vision for the future of the organization	2.1b Used the mission of the organization as a guide in making decisions	2.1c Engaged the board in meaningful strategic thinking about the organization	2.1d Developed appropriate goals and objectives to advance the mission	2.1e Effectively led the staff in implementing strategic objectives and annual goals
Unsatisfactory	20.00%	20.00%	20.00%	20.00%	40.00%
Needs Improvement	-	20.00%	40.00%	20.00%	20.00%
Meets Expectations	20.00%	-	-	20.00%	-
Exceeds Expectations	20.00%	20.00%	-	-	20.00%
Exceptional	20.00%	20.00%	20.00%	20.00%	-
Response	5	5	5	5	5
Average Value	2.80	3.78	3.41	2.14	2.17
Direct Reports					
Question	2.1a In collaboration with the board, articulated a clear vision for the future of the organization	2.1b Used the mission of the organization as a guide in making decisions	2.1c Engaged the board in meaningful strategic thinking about the organization	2.1d Developed appropriate goals and objectives to advance the mission	2.1e Effectively led the staff in implementing strategic objectives and annual goals
Unsatisfactory	-	-	20.00%	-	20.00%
Needs Improvement	-	20.00%	20.00%	20.00%	20.00%
Meets Expectations	20.00%	-	20.00%	20.00%	-
Exceeds Expectations	20.00%	20.00%	20.00%	20.00%	20.00%
Exceptional	20.00%	40.00%	20.00%	40.00%	20.00%
Response	5	5	5	5	5
Average Value	4.40	1.55	3.96	3.95	2.07

Do you have any specific comments about the chief executive's performance on this core competency?

Board Members

Ab ultrices posuere vehicula ridiculus.

Nulla natoque porta. Mi. Diam.

Consequat platea commodo malesuada tortor.

Elit ullamcorper. Natoque posuere eros.

Leo! Wisi montes? Ante sit.

Direct Reports

Eros, luctus etiam amet tempora.

Ac nulla. Vehicula egestas euismod.

Tellus ullamcorper odio blandit? Porttitor.

Et risus imperdiet cras placerat.

Scelerisque porttitor integer non fringilla.

Self

Culpa. Malesuada! Suspendisse ac eu.