



Department of Human Resources

For Employee Use

Self-Assessment Scorecard for Assessing Potential

Please answer the following questions with “yes” or “no”.

1. Could I perform at a higher level, in a different role, or take on increased responsibilities within the next year (considering my ability only, not whether there is a position available to support this growth)?
2. Could I perform at a higher level, in a different role, or take on increased responsibilities within the next three years (considering my ability only, not whether there is a position available to support this growth)?
3. Can I envision performing at a higher level than my current position in the next three to five years?
4. Am I willing to learn the additional skills and competencies I need to be able to perform at a higher or different level?
5. Do I demonstrate an understanding of and ability to communicate the DOHR mission, vision, and values?
6. Do I demonstrate leadership ability—by showing initiative and vision, delivering on promised results, communicating effectively, taking appropriate risks, and by demonstrating the behaviors associated with DOHR’s core values and competencies?
7. Do I demonstrate an ability to comfortably interact with customers at a higher level, or in different divisions or departments?
8. Do I demonstrate flexibility and engagement to move into a role that might be different than any that currently exist?
9. Do I seek new opportunities for learning, leadership development, and advanced experience?

Please be prepared to provide specific examples for each item.