

The Boss’s Performance Review Score Card REQUIRED SKILLS		Poor	OK	Good	Great	Perfect
ENGAGEMENT: Proactively recruits, mentors, trains, manages and enables aligned people who drive the targeted company results. Encourages positive accountability at all levels						
RESILIENCY: Demonstrates the ability to ‘bounce back’, quickly regaining composure and focus after a jarring setback.						
FOCUS: Shows the ability to maintain the birds eye view, constantly checking that action matches strategy, vision and targets.						
SALESMANSHIP: Is polished and successful at selling the company brand internally to employees, externally to the marketplace, and the company’s offerings to its customers. Excels at acquiring and managing key accounts.						
CURIOSITY: Continually scanning for creative and new ways to improve personal and business skills. Challenges the status quo to innovate, customize and adapt.						
SELF-RELIANCE: Possesses the drive to be self-accountable, independent and interdependent.						
SELF-REFLECTION: Ensures time for self and top level managers to contemplate rather than produce, to analyze rather than invent, and to stay ‘present’ in daily affairs.						
COMMITMENT: Able to grow and navigate through the challenges of the business. Recognizes when short term setbacks have long term benefit, and prioritizes building value in the company.						

The Boss's Performance Review Score Card ACCOUNTABILITIES

	Poor	OK	Good	Great	Perfect
CULTURE: You are the only one who can align the senior team, define the non-negotiable attitudes, values and behaviours. The company vision, direction and purpose must come from you. It's up to you to set the culture and stay on top of the cultural impact of ignoring the impact of culture.					
STRATEGY: You are the only one who can set the direction and priorities: who drives parameters for creating the budget, forms partnerships, and determines what team is needed to steer the company accordingly, and when.					
STRUCTURE AND TARGETS: You are the only one who can hire, fire and direct activities of the senior team. It is up to you to determine all budgets, the policies which govern both internal and external business practices.					
ALLOCATE RESOURCES: You are the only one who decides how the money gets spent (i.e. wages, materials, equipment etc) and approve or veto any process or system in the eternal quest for maximized efficiency and effectiveness.					
INTERNAL LEADERSHIP: You are the only one who can ensure that the company will deliver on its promises from the inside out. Consistently communicated best practices, performance feedback and productivity targets are a must.					
BRAND CONSISTENCY: You are the only one who can find the right business model, create and communicate the brand image, and pursue customer and community engagement.					
INNOVATION AND REINVEST: You are the only one responsible for creating ongoing and innovative streams of revenue from the marketplace, making profitable choices and building asset value of the company.					