



CEO ASSESSMENT QUESTIONNAIRE

Name of Assessor:	
Date Completed:	
Period Covered:	2018

This Chief Executive Officer (CEO) Assessment Questionnaire is composed of varying statements based on the roles, functions and responsibilities of the CEO of the Company. Please evaluate how well the CEO has performed for each criterion and indicate the rating at the appropriate box using the following rating scale:

<u>Rating</u>	<u>Definition</u>
<u>5</u>	Excellent
<u>4</u>	Above Average
<u>3</u>	Average
<u>2</u>	Below Average
<u>1</u>	Poor

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Criterion	Rating (1-5)	Remarks
PERSONAL QUALITIES		
1		
2		
3		
LEADERSHIP SKILLS		
4		
5		
6		
7		
8		
9		
10		
11		
MANAGERIAL SKILLS: Building Commitment		
12		
13		
14		
15		
16		
MANAGERIAL SKILLS: Ensuring Execution		
17		

18	Stakeholder Focus. The CEO ensures open communication with and solicits feedback from the Company's stakeholders including employees at all levels as input to the direction and operation of the Company.		
19	Managing Performance. The CEO directs, evaluates and guides the work of the Corporate Officers of the Company.		
20	Resilience. The CEO maintains effective work behavior in the face of setbacks or pressure. He remains calm, stable and in control, regardless of pressure.		
BOARD RELATIONS			
21	The CEO works with the Board in developing the Company's mission, vision, long- and short-range strategic plans, and policies and procedures.		
22	The CEO works with the Board to create an optimal governance environment.		
23	The CEO provides the Board with complete, adequate and timely information on the Company's plans, performance, issues, developments, and opportunities which would enable the Board to make appropriate decisions or directions.		
24	The CEO executes the philosophy and direction provided by the Board of Directors.		
25	The CEO maintains an effective working relationship with the Chairman and members of the Board of Directors.		
FINANCIAL MANAGEMENT			
26	The CEO has a solid, up-to-date understanding of the Company's financial statements and other measures relevant to its business and financial situation.		
27	The CEO is supported by a qualified and competent Chief Financial Officer who has a day-to-day accountability for managing and monitoring the Company's finances.		
28	The CEO understands the concept of value creation and makes decisions on where to allocate resources based on maximizing value to the organization.		
29	The CEO ensures that the organization's financial records are accurate and up-to-date.		
30	Overall, I am very satisfied with the performance of the CEO.		

In your opinion, what are the major accomplishments of the CEO over the past year and what trait/skills did he exhibit in making them happen? (List 2 – 3 examples)

Major Accomplishment	Trait/Skills Exhibited

What area/s, if any, could the CEO improve on his personal performance?

What assistance or resources are needed to address his developmental needs?

Please share other comments you may have regarding the CEO.

Thank you spending time accomplishing this evaluation form.