

Employee Name:

Supervisor Name:

Position:

Date:

## Competency Self- Assessment: Handling and Moving Objects

**Instructions:** Please rate yourself on how you demonstrate the expected behavior for each of the statements. With your supervisor, compare, discuss, and determine your strengths and your opportunities for improvement. It is recommended that the supervisor and staff provide examples to support ratings.

Rating Scale	Definitions
N/A	Not applicable; I have not had the opportunity to demonstrate this behavior
1	I rarely demonstrate this behavior; I need improvement in this area
2	I usually demonstrate this behavior; I meet expectations in this area
3	I consistently demonstrate this behavior; I exceed expectations in this area

Behaviors	Rating
<i>Do I...</i>	<i>How Frequently Do I Do This...</i>
A. Handle, move, and position using your hands and arms significantly more than the minimum amount of weight required for performance of the job?	
B. Handle, move, and position the minimum or more weight with high levels of speed and precision?	
C. Assemble, disassemble, and install both routine and non-routine objects, equipment, etc. using the hands and arms?	
D. Go out of the way to assist others performing the job?	
E. Follow all safety rules?	
F. Work collaboratively with managers and other staff in developing and implementing innovative, state-of-the-art measures to protect staff and customers from unsafe conditions?	
G. Continue to review feedback and performance data to determine aspects in need of addressing or changing?	
H. Benchmark against other agencies, states, and government programs to document strategic differences and opportunities for improvement?	
<b>Rating Scale Average</b>	

***For additional information and resources related to competencies, please refer to the [Competencies](#) tab on the Performance Management & Development page.***