Supervisor/Manager Assessment: Handling and Moving Objects

Instructions: Please rate your staff member on how he/she demonstrates each of the expected behaviors. With your staff member, compare, discuss, and determine the individual's strengths and opportunities for improvement. It is recommended that the supervisor and staff provide examples to support ratings. Please see the Competency Assessment Supervisor Guide for further instruction on using this assessment tool.

Rating Scale	Definitions
N/A	Not applicable; He / She has not had the opportunity to demonstrate this behavior
1	He/ She rarely demonstrates this behavior; He / She needs improvement in this area
2	He / She usually demonstrates this behavior; He / She meets expectations in this area
3	He / She consistently demonstrates this behavior; He / She exceeds expectations in this area

Behaviors	Rating
Does He/She…	*How Frequently Does He/She Do This…*
A. Handle, move, and position using his/her 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?	
Rating Scale Average	

For additional information and resources related to competencies, please refer to the Competencies tab on the Performance Management & Development page.

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