

Supervisor/Manager Assessment: Performing General Physical Activities

Employee Name:

Supervisor Name:

Position:

Date:

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
<i>Does He/She...</i>	<i>How Frequently Does He/She Do This...</i>
A. Lift, pull, push, or maneuver significantly or substantially more than the minimum amount of weight required for performance of the job?	
B. Demonstrate flexibility and endurance to achieve unusual postural positions such as kneeling, bending, lying down, etc. and maintain them for long periods of time?	
C. Deal with prolonged exposure to non-routine or potentially hazardous working conditions such as cold, heat, noise, or possible communicable diseases?	
D. Complete tasks under such specified conditions with high rates of speed and precision?	
E. Follow all safety rules and regulations?	
F. Defend self and others from prolonged physical attack resulting in minimal physical damage to self, others being attacked, the attacker, and the surrounding environment/property?	
G. Work collaboratively with managers and other staff in developing and implementing innovative measures to protect staff and customers from unsafe conditions when engaging in physical activities?	
H. Work collaboratively to develop plans to put work group strategies into operation?	
I. Provide leadership and effective supervision of the performance of physical activities when/if necessary?	
Rating Scale Average	

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