CEO Sample Performance Review

Rank each answer between 1(poor) to 5 (excellent) or use NS (Not sure)

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| Part 1 – Managing the Organization | Ranking |
| Vision, Mission and Strategy: Does the CEO have a clear understanding and passion for the mission and is effective in translating the mission into action? |  |
| Comments: |  |
| Achieving Results: Has the CEO accomplished the priorities set by the Board for the past year? |  |
| Comments: |  |
| Managing and Motivating Staff: Has the CEO built a skilled and dedicated staff, and built morale among staff, volunteers and those we serve? |  |
| Comments: |  |
| Fiscal Management: Is the CEO managing finances in a prudent way and established systems for financial oversight and review? |  |
| Comments: |  |
| Operations Oversight: Has the CEO assured that appropriate systems are in place for managing personnel, technology, office space and risk management? |  |
| Comments: |  |
| Program Management: Does the CEO assure that programs and services offered by the organization are of high quality and appropriate to the mission? |  |
| Comments: |  |
| Resource Development: Is the CEO an effective fundraiser, working to motivate volunteers and donors and generate needed resources for the organization? |  |
| Comments: |  |
| Relationship with the Board: Is the CEO a good partner with the Board, maintaining good communication and helping to build a supportive, cooperative relationship? |  |
| Comments: |  |
| External Relationships: Is the CEO a strong ambassador for the organization, building and maintaining positive relationships with key constituents in the community? |  |
| Comments: |  |
| Flexibility and Creativity: Does the CEO bring a “spark” of enthusiasm, creativity and flexibility to problem solving and approaching complicated situations? |  |
| Comments: |  |

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| Part 2: Leading the Organization |
| What are several major strengths that the CEO brings as a Leader? |
| Comments: |
| In what areas can the CEO most benefit from additional skills or knowledge? |
| Comments: |
| Are there ways that the CEO has made unique contributions to the organization? |
| Comments: |
| How would you describe the overall performance of the CEO this past year? |
| Comments: |