

Leadership Development Program Sample Candidate Selection Form



Candidate's Name:

Criteria (Maximum Number of Points)	Rater's Scores				
	1	2	3	4	Total Score
Benefit to Company (10 points)					
Supervisory Endorsement (10 points)					
Professional Characteristics (10 points)					
Ability to lead others					
Open to ideas and constructive feedback					
Takes initiative and is accountable					
Self-Development Efforts (10 points)					
Core Competencies					
Leading people (10 points)					
Leading change (10 points)					
Building coalitions (10 points)					
Business acumen (10 points)					
Results driven (10 points)					

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Criteria (Maximum Number of Points)	Rater's Scores				
	1	2	3	4	Total Score
Experience					
Time in current position					
Performance ratings (10 exceptional, 5 meets, 0 does not meet expectations)					
Leadership opportunities (Yes/No)					
Total Individual Scores					
Development Required					
Readiness for key leadership position ¹					
Potential for advancement ²					
Commitment assessment ³					
Recommend Developmental Experiences for Each Candidate					

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¹Leadership Readiness

- +** Currently ready for leadership position
- 1+** Ready within the year with coaching
- 3+** Ready in 3 to 5 years with development
- Re** Re-evaluate next year
- NA** Lacks data for evaluation

²Advancement Potential

- Candidate has potential to be:
- a.** Promoted 2 or more levels
 - b.** Promoted 1 level
 - c.** Successful in lateral positions

³Commitment Assessment

- N** Not interested
- Y** Will support in emergency
- D** Willing to commit to a 3–5 year development plan

Panel Chair Signature	Title	Date