

**DEFENSE SENIOR LEADER DEVELOPMENT PROGRAM (DSLDP)
Supervisor's Assessment of Nominee's Competency Proficiencies and
Future Leadership Potential**

Nominee's Name: _____

Current position: _____

Current Position level: _____ Non-supervisor _____ Team Leader _____ Supervisor _____ Manager

(This part is to be completed by the nominee's immediate supervisor who is thoroughly familiar with his/her performance in order to assess his/her proficiency and potential for even more responsible senior leader positions across the enterprise.)

Executive Core Qualifications

Please rate the nominee's PROFICIENCY in each of the following competencies.

Competencies	Current Proficiency		
	Weak/Needs Development ¹	Proficient ²	Outstanding/ A Personal Strength ³
Fundamental competencies – Are the foundation for success in all other competencies. Includes Interpersonal skills, Integrity/Honesty, Written Communication, Oral Communication, Continual Learning, Public Service Motivation.			
Leading Change - Involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this competency is the ability to establish an organizational vision and to implement it in a continuously changing environment.			
Leading People - Involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this competency is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.			
Results Driven - Involves the ability to meet organizational goals and customer expectations. Inherent to this competency is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems and calculating risks.			
Business Acumen - Involves the ability to manage human, financial, and information resources strategically.			
Building Coalitions - Involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.			

Supervisory Narrative

¹ Applies the competencies in somewhat difficult situations; requires frequent guidance.

² Applies the competencies in difficult situations; requires only occasional guidance.

³ Applies the competencies in exceptionally difficult situations; serves as a key resource and advises others.

In 250 words or less, provide a narrative that cites your unique perspective on the nominee's proficiencies indicated above. Particular emphasis should be on addressing those proficiencies rated as "Weak/Needs Development" or "Proficient". Please use Times New Roman font, size 12

Supervisory and Leadership Endorsement

Based on my personal experience and discussions with this nominee, knowledge of his/her current/past performance, and review of his/her application package:

I endorse the candidate for the Defense Senior Leader Development Program.

He/She has the potential to take on even more responsible senior leadership positions across the enterprise:

_____ **Now** _____ **Ready in 1-2 years** _____ **Other** _____

Immediate Supervisor: Typed Name: _____

Title: _____

Signature: _____ Date: _____

Second Level Supervisor: Typed Name: _____

Title: _____

Signature: _____ Date: _____

Additional Organization/Activity Endorsement (required only if the second level supervisor is not SES or General/Flag Officer level):

Executive Official: Typed Name: _____

Title: _____

Signature: _____ Date: _____

To be completed by the Component:

Recommended PME school: _____

Statement supporting PME school recommendation:

Statement on anticipated return on investment for this nominee (i.e., planned utilization and how DSLDP will benefit the Component/agency and DoD): Please use Times New Roman font, size 12

DoD Component/Agency Official: Typed Name: _____

Title: _____

Signature: _____