



OBSERVER ASSESSMENT

OBSERVER	CANDIDATE
Surname [PRINT]:	Surname [PRINT]:
Forenames [PRINT]:	Forenames [PRINT]:
Organisation:	Organisation:
Department:	Department:

Date: / / Relationship of the Observer to the Candidate: Boss / Subordinate / Colleague

LIST A

Instructions: Give a single tick or double tick to the words from List A considered descriptive of the person being observed.

A tick represents that you observe an individual as possessing this quality more than the average person. A double tick can be given when you feel that the observed displays this quality in abundance.

Rules: Do not give more than 33 ticks, less than 6 ticks or more than 7 double ticks.

1	Accurate			28	Loyal		
2	Adaptable			29	Observant		
3	Analytical			30	Opportunistic		
4	Broad in outlook			31	Original		
5	Calm and confident			32	Outgoing		
6	Caring			33	Outspoken		
7	Challenging			34	Perfectionist		
8	Clever			35	Persistent		
9	Competitive			36	Persuasive		
10	Conscientious			37	Practical		
11	Conscious of priorities			38	Professionally dedicated		
12	Consultative			39	Realistic		
13	Co-operative			40	Self-reliant		
14	Creative			41	Shrewd		
15	Diplomatic			42	Single-minded		
16	Disciplined			43	Technically skilful		
17	Efficient			44	Tough		
18	Encouraging of others			45	Well organised		
19	Enterprising						
20	Good at follow through						
21	Hard-driving						
22	Imaginative						
23	Impartial						
24	Innovative						
25	Inquisitive						
26	Knowledgeable						
27	Logical						

LIST B

Instructions: Now tick any of the words in List B if you believe them to be *at least partly applicable*. The instructions are otherwise the same as for List A.

Rules: Do not give over 19 ticks, more than 7 double ticks or more ticks on List B than List A.

1	Aggressive		
2	Critical		
3	Easily bored		
4	Empire-building		
5	Erratic		
6	Fearful of conflict		
7	Forgetful		
8	Frightened of failure		
9	Fussy		
10	Impatient		
11	Impulsive		
12	Indecisive		
13	Inflexible		
14	Insular		
15	Laid back		
16	Manipulative		
17	Not interested in others		
18	Over-sensitive		
19	Provocative		
20	Reluctant to delegate		
21	Resistant to change		
22	Sceptical		
23	Slow-moving		
24	Territorial		
25	Unadventurous		
26	Unorthodox		
27	Up-in-the-clouds		