



Observer Assessment

Your name:	Name of person you are Observing:
Organization:	Organization:
Department:	Department:

Date: / /

LIST A

Give a single tick/check (✓) or double tick/check (✓✓) to the words from List A considered descriptive of the person being observed.

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

Do not give more than 33 ticks/checks (double ticks/checks count as 2), less than 6 ticks/checks or more than 7 double ticks/checks.

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/organized		
19	Enterprising						
20	Good at follow through						
21	Hard-driving						
22	Imaginative						
23	Impartial						
24	Innovative						
25	Inquisitive						
26	Knowledgeable						
27	Logical						

LIST B

Now tick/check any of the words in List B if you believe them to be *at least partly applicable*. Give a double tick/check when you feel that the candidate displays this quality in abundance

Do not give over 19 ticks/checks or more ticks/checks on List B than A or more than 7 double ticks/checks.

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/Skeptical		
23	Slow-moving		
24	Territorial		
25	Unadventurous		
26	Unorthodox		
27	Up-in-the-clouds		