

Observer Assessment

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| Name of Observer: (Your name) | Name of Observed: |
| Organization: | Organization: |
| Department: | Department: |

List A

Give a single (1) or double (2) mark to the words from List A that you think are descriptive of the person being observed. A mark of 1 represents that you observe an individual as possessing this quality more than the average person. A mark of 2 (double mark) can be given when you feel that the observed displays this quality in abundance.

Do not give more than 33 marks, less than 6 marks or more than 7 double marks.

List B

Now mark 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.

Do not give over 19 marks or more marks on List B than A.

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|----|--------------------------|--|----|-----------------------|--|----|----------------------------|--|
| 1 | accurate | | 28 | meticulous | | 1 | absent-minded | |
| 2 | analytical | | 29 | motivated by learning | | 2 | confrontational | |
| 3 | broad in outlook | | 30 | original | | 3 | eccentric | |
| 4 | caring | | 31 | outgoing | | 4 | engrossed in own area | |
| 5 | challenging | | 32 | outspoken | | 5 | fearful of conflict | |
| 6 | competitive | | 33 | perceptive | | 6 | frightened of failure | |
| 7 | confident and relaxed | | 34 | perfectionist | | 7 | fussy | |
| 8 | conscious of priorities | | 35 | persevering | | 8 | impatient | |
| 9 | consultative | | 36 | persuasive | | 9 | impulsive | |
| 10 | corrects errors | | 37 | practical | | 10 | inconsistent | |
| 11 | creative | | 38 | realistic | | 11 | indecisive | |
| 12 | dedicated to subject | | 39 | reliable | | 12 | inflexible | |
| 13 | diplomatic | | 40 | seizes opportunities | | 13 | manipulative | |
| 14 | disciplined | | 41 | self-reliant | | 14 | oblivious | |
| 15 | efficient | | 42 | shrewd | | 15 | over-delegating | |
| 16 | encouraging of others | | 43 | studious | | 16 | over-sensitive | |
| 17 | enterprising | | 44 | tough | | 17 | over-talkative | |
| 18 | free-thinking | | 45 | willing to adapt | | 18 | procrastinating | |
| 19 | hard-driving | | | | | 19 | pushy | |
| 20 | helpful | | | | | 20 | reluctant to allocate work | |
| 21 | imaginative | | | | | 21 | resistant to change | |
| 22 | impartial | | | | | 22 | restricted in outlook | |
| 23 | inquisitive | | | | | 23 | sceptical | |
| 24 | inventive | | | | | 24 | territorial | |
| 25 | keen to impart expertise | | | | | 25 | unadventurous | |
| 26 | logical | | | | | 26 | unenthusiastic | |
| 27 | methodical | | | | | 27 | uninvolved with specifics | |