

**POTENTIAL CRITERION FOR FIRST LEVEL POSITIONS
USER'S GUIDE**

EMPLOYEE'S ATTRIBUTES (5%)

CRITERIA	RATING				
	<u>5</u>	<u>4</u>	<u>3</u>	<u>2</u>	<u>1</u>
1. Leadership potential (2 points) means the ability to lead a group in order to attain the goals/objectives of the organization through:					
➤ sound judgment	0.60	0.48	0.36	0.24	0.12
➤ analytical mind	0.50	0.40	0.30	0.20	0.10
➤ being a motivating factor	0.30	0.24	0.18	0.12	0.06
➤ being a unifying factor	0.30	0.24	0.18	0.12	0.06
➤ having vision/foresight	0.30	0.24	0.18	0.12	0.06
2. Resourcefulness (2points) means the ability to meet difficult situations and devise ways and means to resolve issues and concerns.	2.00	1.60	1.20	0.80	0.40
3. Creativity/Ingenuity (1 point) means being creative and imaginative.	1.00	0.80	0.60	0.40	0.20