

EXECUTIVE CORE QUALIFICATIONS FEEDBACK

Name:		Phone #:
Email:		Organization:
Class Date:		VTC Participant:
ECQ example is:		
Yes	No	
		Executive level example
		Focused on elements important to the board
		In conversational tone - not stilted
		Good sound bites and logical flow - grouping like actions
		Good white space
		Has limited or no acronyms
		Placed in the <i>right ECQ</i> for the best effect
		Too in the weeds- too detailed - too much process
		Too technical
		Too old an example (over 10 yrs) <i>unless</i> a once in career event
		Too much Agency specific language and terms
		Too much of programmatic or action officer” work/product
		Focused on leadership (not program) actions
		Providing enough “how & why and who you worked with”
		Focused on the LEADER role not on the team or the work

Challenge, Context, Action, Result (CCAR) model evaluation:		
Yes	No	
		Clearly in CCAR model format - each one is in a separate paragraph (s)
		Challenge is clear with vision and goals and relatively short
		Context is not convoluted nor covers materials not tied to actions
		Actions explain clearly why & what & how you approached the issue
		Results are tied to mission & outcome not process based - concrete metrics

Comments/suggestions <i>may</i> be made in instances where appropriate to <i>clarify</i> what is wrong and how it <i>might be improved</i> , such as needing to change focus.	
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Reviewed by:	