

CANDIDATE EVALUATION FORM



These materials are confidential. Upon completion of voting, submit all forms to the District Leadership Committee, (DLC) chair to destroy after final committee report has been distributed to the District Director.

Candidate name _____

District office position _____

Using the following scale, circle the responses that best describe the candidate's abilities:

- 5 = Exceptional**
- 4 = Exceeds Expectations**
- 3 = Meets Expectations**
- 2 = Marginal**
- 1 = Needs Improvement**
- 0 = Cannot Assess**

- ▶ Clearly understands the District mission and purpose 5 4 3 2 1 0
- ▶ Has clear understanding and knowledge of District goals and critical success factors (club growth, membership growth, Distinguished clubs) 5 4 3 2 1 0
- ▶ Clearly understands expectations and responsibilities of District leadership position 5 4 3 2 1 0

Leadership

- ▶ Has clear vision of success and is able to translate that to other leaders and members 5 4 3 2 1 0
- ▶ Demonstrates global and strategic thinking 5 4 3 2 1 0
- ▶ Effectively leads teams 5 4 3 2 1 0
- ▶ Effectively navigates through change 5 4 3 2 1 0
- ▶ Acts as advocate and ambassador on behalf of members, clubs and other leaders within the District 5 4 3 2 1 0
- ▶ Upholds Toastmasters core values 5 4 3 2 1 0

Management, Team Building and Communication

- ▶ Delegates effectively 5 4 3 2 1 0
- ▶ Demonstrates project planning skills 5 4 3 2 1 0
- ▶ Effectively resolves conflict 5 4 3 2 1 0
- ▶ Communicates effectively with others 5 4 3 2 1 0
- ▶ Thinks independently 5 4 3 2 1 0
- ▶ Solves problems 5 4 3 2 1 0
- ▶ Is comfortable with technology (e.g., email, Internet, Excel) 5 4 3 2 1 0
- ▶ Inspires and motivates others 5 4 3 2 1 0
- ▶ Gives and receives constructive feedback 5 4 3 2 1 0
- ▶ Works effectively with diverse teams 5 4 3 2 1 0
- ▶ Fiscal responsibility 5 4 3 2 1 0
- ▶ Responsible, accountable, dependable 5 4 3 2 1 0

Toastmasters Knowledge

- ▶ Toastmasters mission and vision, Club Mission, District Mission, Toastmasters Promise 5 4 3 2 1 0
- ▶ Interrelationship between clubs, Areas, Divisions, Districts, and regions 5 4 3 2 1 0
- ▶ Distinguished Club Program 5 4 3 2 1 0
- ▶ Distinguished Area Program 5 4 3 2 1 0
- ▶ Distinguished Division Program 5 4 3 2 1 0
- ▶ Distinguished District Program 5 4 3 2 1 0

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Toastmasters Service and Experience

Educational/leadership awards achieved (Check all that apply.)

- CC ACB ACS ACG CL ALB ALS DTM Other _____
 Pathways Paths(s) Levels of Achievement _____

Club office positions held (Check all that apply.)

- President Vice President Education Vice President Membership Vice President Public Relations
 Treasurer Secretary Sergeant at Arms Other committees _____

District office positions held (Check all that apply.)

- District Governor/District Director Lieutenant Governor Education and Training/Program Quality Director
 Lieutenant Governor Marketing/Club Growth Director Public Relations Officer/Public Relations Manager
 Secretary/Administration Manager Treasurer/Finance Manager Division Governor/Division Director
 Area Governor/Area Director Region Advisor International Director
 International Officer Other committees _____

Membership and Club Building (Check all that apply.)

- Sponsored club(s)
 Mentored club(s)
 Sponsored members (Number sponsored _____)
 Served as a Club Coach
 Served as trainer in District-sponsored club or District leader training
 Served on District committees
■ Served as officer of a: (role served: _____ year _____)
 Distinguished Club Select Distinguished Club President's Distinguished Club
■ Served as Area Governor/Director of a: (year _____)
 Distinguished Area Select Distinguished Area President's Distinguished Area
■ Served as Division Governor/Director of a: (year _____)
 Distinguished Division Select Distinguished Division President's Distinguished Division
 Named District Toastmaster of the Year
 Named Area Governor/Director of the Year
 Named Division Governor/Director of the Year
 Received Excellence in Marketing Award
 Received Excellence in Education and Training Award
 Other committees or positions _____

What candidate strengths are related to critical **competencies** of the District leadership position? _____

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What candidate weaknesses are related to critical **competencies** of the District leadership position? _____

What immediate personal or organizational challenges would the candidate face in the position? How does the candidate plan to overcome these challenges? _____

Identify any unanswered questions or additional comments. _____

What is the committee's consensus regarding the nomination decision? Yes No

If no, briefly describe differing opinions or concerns. _____
