

TENNESSEE VALLEY AUTHORITY


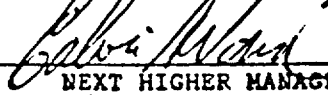
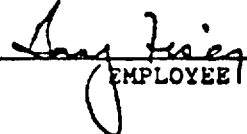
EMPLOYEE APPRAISAL FOR MANAGER AND SPECIALIST EMPLOYEES
for Fiscal Year ending September 30, 1989

NAME	G. L. Fiser	ORGANIZATION LEVEL	
SSN		GROUP	NP
TITLE/PG	Chemistry Superintendent/M-9	OPERATION	NPG
TYPE POSITION (m or s)	Manager	DIVISION	SON
MANAGER	W. R. Lagergren	DEPARTMENT	Plant

Summary Statement of employee's performance potential:

Mr. Fiser's performance for FY88 was adequate and improved to solid performance through the first three quarters of FY89. Through this period he demonstrated continued weaknesses in aggressiveness and communication skills. Following specific discussions and coaching in these areas, I have noted improvements, although not to the degree I would have expected. Personnel-related action is not taken spontaneously. While actual chemistry results are good, the weaknesses noted last year persist. Material condition improvements of chemistry equipment is not being pushed adequately.

SIGNATURES:

	MANAGER	W. R. Lagergren	9-18-89
			DATE
	NEXT HIGHER MANAGER	C. A. Vondra	9/18/89
			DATE
	EMPLOYEE	G. L. Fiser	9/26/89
			DATE

NAME G. L. Fiser TITLE/PG Chem. Superintendent/M-9 DATE _____
SSN ██████████

PART II Behavioral Standards - (To be revised at the beginning of the fiscal year and evaluated at the end of the fiscal year) The following list those behavioral standards against which each employee should be evaluated. The extent to which they are used will vary depending on the nature of the position of the employee and the type of organization. Others may be added as appropriate.

1. FLEXIBILITY low / ___ / X / ___ / ___ / high
Comments Tends to follow rather than lead, therefore appears to be quite flexible. Was not actually in personnel areas associated with RIF process.
2. DECISION-MAKING low / ___ / X / ___ / ___ / high
Comments I feel that I have to have prompt decision making.
3. DEPENDABILITY low / ___ / ___ / X / ___ / high
Comments Meets work schedule as assigned.
4. SELF-MOTIVATION low / ___ / ___ / X / ___ / high
Comments _____
5. INFLUENCING OTHERS low / ___ / X / ___ / ___ / high
Comments _____
6. PROBLEM SOLVING AND ANALYSIS low / ___ / ___ / X / ___ / high
Comments _____
7. TECHNICAL/PROFESSIONAL COMPETENCE low / ___ / ___ / ___ / X / high
Comments Technically very competent.
8. INNOVATING low / ___ / X / ___ / ___ / high
Comments Not a risk taker.
9. ORAL COMMUNICATIONS low / ___ / X / ___ / ___ / high
Comments Is not assertive and tends to talk around subject.

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NAME G. L. Fiser TITLE/PG Chem Superintendent/M-9 DATE _____
SSN

10. WRITTEN COMMUNICATIONS low / ___ / ___ / X / ___ / high
Comments _____

11. SUPERVISING low / ___ / X / ___ / ___ / high
Comments Relies almost exclusively on power of position. Does not spend sufficient time with RLA.

12. TEAMWORK low / ___ / ___ / X / ___ / high
Comments Is a team player. Concerned primarily with chemistry, but helps team put in context.

13. PLANNING AND ORGANIZING low / ___ / ___ / X / ___ / high
Comments _____

14. SUPERVISORY IMPARTIALITY low / ___ / ___ / X / ___ / high
Comments _____

15. SUBORDINATE DEVELOPMENT low / ___ / X / ___ / ___ / high
Comments Has not prepared a subordinate to assume his position.

16. ORGANIZATIONAL KNOWLEDGE low / ___ / ___ / X / ___ / high
Comments _____

17. EMPLOYEE COMMUNICATION low / ___ / X / ___ / ___ / high
Comments Does not get message over clearly. Tends not to answer questions directly.

18. RESOURCE MANAGEMENT low / ___ / ___ / X / ___ / high
Comments _____

19. _____ low / ___ / ___ / ___ / ___ / high
Comments _____

20. _____ low / ___ / ___ / ___ / ___ / high
Comments _____

EMPLOYEE APPRAISAL - page 4

NAME G. L. Fiser TITLE/PG Chem. Superintendent/M-9 DATE _____
SSN

PART III Employee Appraisal - (To be completed at the end of each quarter)
Summary statement of the employee's performance during each quarter of the
fiscal year as noted by the manager and discussed with the employee.

FIRST QUARTER _____

SIGNATURES:

_____	_____
MANAGER	DATE
_____	_____
EMPLOYEE	DATE

SECOND QUARTER _____

SIGNATURES:

_____	_____
MANAGER	DATE
_____	_____
EMPLOYEE	DATE

NAME G. L. Fiser TITLE/PG Chem. Superintendent/M-9 DATE _____
SSN [REDACTED]

PART III Employee Appraisal - (To be completed at the end of each quarter)
Summary statement of the employee's performance during each quarter of the
fiscal year as noted by the manager, and discussed with the employee.

THIRD QUARTER _____

SIGNATURES:

MANAGER DATE

EMPLOYEE DATE

FOURTH QUARTER Mr. Fiser has improved in this quarter. Aggressiveness and hands-on management of personnel problems is still not where it should be for a superintendent. He did perform well with a technical problem that arose this quarter (DG fuel aid sampling). I need to see a more can-do attitude and active decision making in the future.

SIGNATURES:
W.K. Long
MANAGER
[Signature]
EMPLOYEE

9-18-89
DATE
9-26-89
DATE

NAME G. L. Piser
SSN [REDACTED]

TITLE/PG Chem. Superintendent/M-9

DATE _____

(TO BE COMPLETED BY THE EMPLOYEE BEING ASSESSED)

Note: The information requested on this page is optional. It is intended to serve as an aid in identifying career and developmental opportunities which are in line with both the goals of the employee and the needs of the organization. Your supervisor is to add his/her comments, discuss this information with you, suggest a development plan (as appropriate), and forward this information to the next level of supervision. You will have an opportunity to update this information once a year, or you may request that it be updated any time you desire during the course of the year.

CAREER INTERESTS

1. Describe your career interests and goals, both short- and long-term.

QUALIFICATIONS

2. Describe your main strengths which support your career interests.

DEVELOPMENT ACTIVITIES

3. Please describe any activities you have undertaken to develop your knowledge, skills, or abilities so that you are better prepared to pursue your career goals.

SUPERVISOR'S COMMENTS

SIGNATURE: _____

EMPLOYEE

DATE

