

Succession Planner

INDIVIDUAL'S REPORT

for Management

Incumbent

Kyle Rathburns

Job Title

Accountant - Residential Construction

Date

17-Oct-01

Succession Plan Scores

Potential for Current Job Success	<input type="radio"/> N/A	<input type="radio"/> Low	<input type="radio"/> 2	<input checked="" type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> High
Potential to Replace Supervisor	<input type="radio"/> N/A	<input type="radio"/> Low	<input type="radio"/> 2	<input type="radio"/> 3	<input checked="" type="radio"/> 4	<input type="radio"/> High
Potential to Surpass Supervisor	<input type="radio"/> N/A	<input type="radio"/> Low	<input type="radio"/> 2	<input checked="" type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> High
Potential to Advance to Career Goal	<input type="radio"/> N/A	<input type="radio"/> Low	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input checked="" type="radio"/> High

Career Goal: Chief Financial Officer

Position in Consideration for..... Accountant - Residential Construction

Other Pertinent Information:

Based on Leader 360 Data take: 3/15/2001

Based on Performance Rating Data take: 10/15/2001

Promotion History

Date	Job Title	Salary	Supervisor
7/13/2001	Accountant - Residential Construction	\$60,500	Deiningger, Mike
3/1/2003	Accountant - Residential Construction	\$68,500	Perry, Andrew

Hired Date 7/13/2001

Leader 360 Data

360 Entry Date: 3/15/200

Leader 360 Effectiveness Rating			CNT	Score	LOW	MODERATE	HIGH
SUPERIOR			2	3.84			
DIRECT SUPERIOR			1	3.43			
PEER			2	3.63			
SUBORDINATE			1	3.86			
SELF			1	3.00			

HIGHEST Rated Factors

	Score	LOW	MODERATE	HIGH
1. FOSTERING INNOVATION.....	3.89			
2. DESIGNING SYSTEM STRATEGIES.....	3.87			
3. MOTIVATING OTHERS.....	3.76			

LOWEST Rated Factors

	Score	LOW	MODERATE	HIGH
1. MOTIVATING OTHERS.....	3.30			
2. DIRECTING PERFORMANCE.....	3.33			
3. UNDERSTANDING THE BUSINESS.....	3.42			

Performance Rating Data

Performance Rating Date: 10/15/20

Performance Rating Evaluation	Score	LOW	MODERATE	HIGH
	72.10			

HIGHEST Rated Factors

	Score	LOW	MODERATE	HIGH
1. Communication and Listening Skills.....	91.00			
2. Quality/ Personal Production.....	90.00			
3. Reliability.....	87.00			

LOWEST Rated Factors

	Score	LOW	MODERATE	HIGH
1. Contribution to Work Environment.....	13.00			
2. Job Knowledge.....	58.00			
3. Adaptability/Maturity.....	60.00			

Individual Career Goals

Career Development Plan Key Factors

Supplemental Career Development Plan Factors *(Entered from Succession Planner data)*
Needs better hygiene