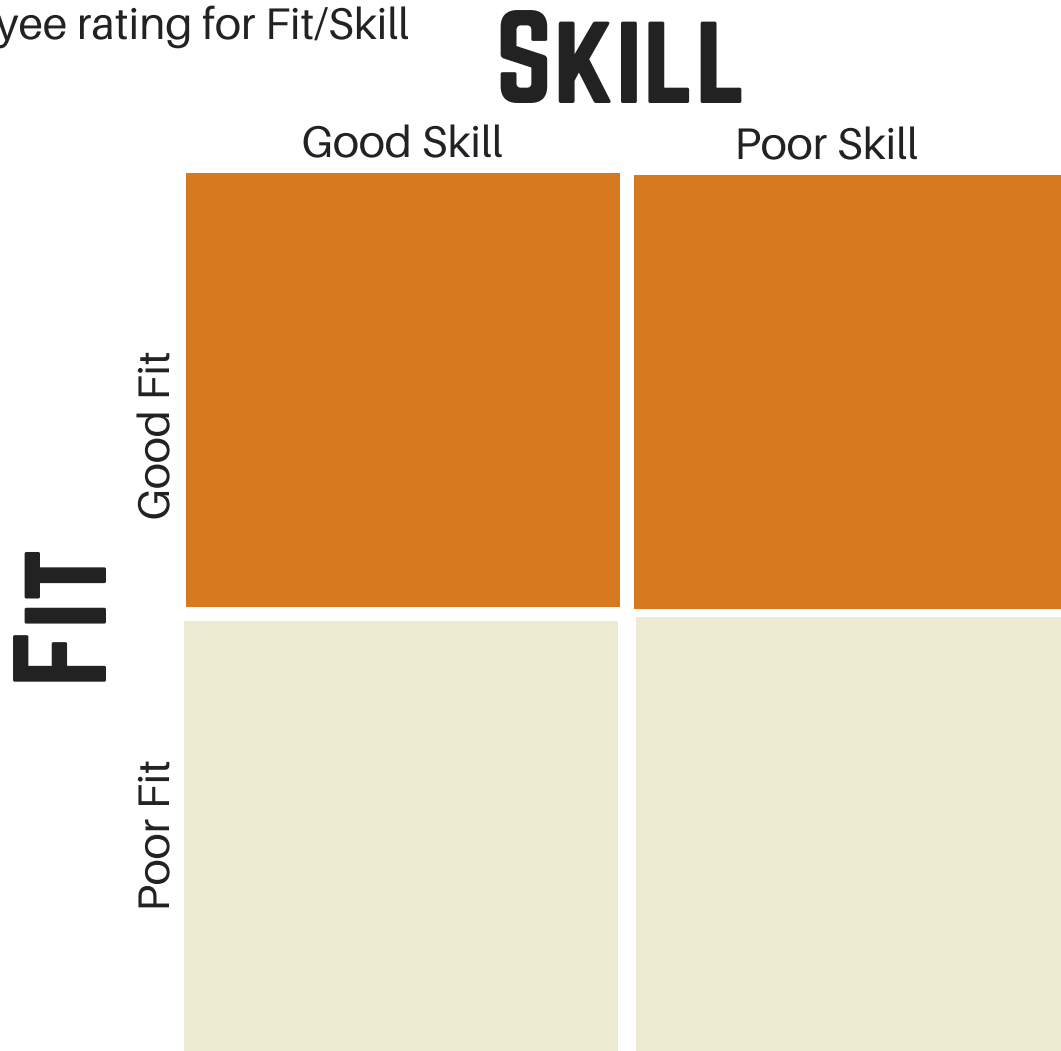


Fit/Skill

For each of your employees, rank them 1-10 (1 = Horrific, 10 = Best Ever in the History of the Nation). Then, average the 2 numbers to give you your overall employee rating for Fit/Skill



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Name

Fit

Skill

Average



Do they have the 3 keys to success?

To be a veterinary rock star, employees must match your core values, be a good fit with the team, have the skills to do their job, and also meet 3 additional criteria.

Do they get it?

Does each person on your team understand the job and what is important about it?

Do they want it?

If someone on your team doesn't want the job they have or the one you are delegating to them, they will never excel or grow in it.

Do they have the capacity for it?

Does each person have the training, ability, and time to do their job at a high level?

Employee Assessment

At this point, for each person on your team should be evaluated as such:

Match your core values (1-10):

Fit score (1-10):

Skill score (1-10):

Average Fit/Skill score (1-10):

Do they get it? (y/n)

Do they want it? (y/n)

Do they have the capacity? (y/n)



Based on your results, decide if each person should be “on your bus,” and if they are “in the right seat.” People who should not be on your bus should be removed. People who are not in the right seat should be re-seated.

Name	Are They On The Bus?	Do They Need A New Seat?
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