Short mission performance review

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| --- | --- | --- | --- |
| Employee Name: |  | Job Title: |  |
| Country/Operation: |  |
| Supervisor: |  | Technical reporting line: |  |
| Review period: |  | Review date: |  |

# SECTION 1.1 – Objectives/Key Activities

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| --- | --- | --- |
| Objectives/Key Activities | Results achieved | |
| Based on ToR: |  | |
| Overall rating for objectives/key activities | | 4 3 2 1 |
| Rating categories: 4: Exceeded expectations  3: Fully achieved expectations  2: Partially achieved expectations 1: Unsatisfactory | | |

# SECTION 1.2 – Feedback on Competencies (max. 8)

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| --- | --- | --- |
| Competencies | Applicable | Assessment |
| **ROLE MODEL** |  |  |
| Accountability |  | 4 3 2 1 |
| Diversity |  | 4 3 2 1 |
| Integrity |  | 4 3 2 1 |
| Professionalism |  | 4 3 2 1 |
| COLLABORATION |  |  |
| Building trust |  | 4 3 2 1 |
| Empowering others |  | 4 3 2 1 |
| National Society Relations |  | 4 3 2 1 |
| Teamwork |  | 4 3 2 1 |
| ACHIEVEMENT |  |  |
| Communication |  | 4 3 2 1 |
| Innovation |  | 4 3 2 1 |
| Judgement – Decision-making |  | 4 3 2 1 |
| Managing performance |  | 4 3 2 1 |
| LEADERSHIP |  |  |
| Building alliances |  | 4 3 2 1 |
| Influencing |  | 4 3 2 1 |
| Inspiration |  | 4 3 2 1 |
| Strategic orientation |  | 4 3 2 1 |
| Overall assessment for competencies  (total rating/number of competencies) |  | **4 3 2 1** |
| Assessment categories:  **4: Exceeded expectations  3: Fully achieved expectations  2: Partially achieved expectations 1: Unsatisfactory** | | |

# SECTION 1.3 – Supervisor’s comments

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| Supervisor’s comments on overall assessment on objectives and competencies (please justify any extreme ratings given) |
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# SECTION 2 – Employee’s comments

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# SECTION 3 – Technical line manager comments (optional)

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| Employee: |  | Supervisor: |  | Technical line manager (optional): |
|  |  |  |  |  |
| Date: |  | Date: |  | Date: |