



Peak Performance Evaluation

Peak Performance = Cultural Fit + Competency Fit + Behavioral Fit

Please rate each component of the Peak Performance Evaluation. To effectively learn from this, examples that exemplify the rating aid in understanding.

Ratings: 1-10, with 1=does not fit at all...5=fits, as much as does not fit...10=perfect fit

I. **Organizational Cultural Fit**

A) Purpose Alignment - 1 2 3 4 5 6 7 8 9 10

(Purpose statement goes here)

Examples that support the scoring:

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B) Vision Alignment - 1 2 3 4 5 6 7 8 9 10

(Vision statement goes here)

Examples that support the scoring:

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C) Core Values Alignment

a. (core value A, example - Trust) - 1 2 3 4 5 6 7 8 9 10

Examples that support the scoring:

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b. (core value B, example - Respect) - 1 2 3 4 5 6 7 8 9 10 (or A, B, C)

Examples that support the scoring:

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c. (core value C, example - Teamwork) - 1 2 3 4 5 6 7 8 9 10 (or A, B, C)

Examples that support the scoring:

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d. (core value D, example - Innovation) - 1 2 3 4 5 6 7 8 9 10 (or A, B, C)

Examples that support the scoring:

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b. (core value E - example - Positivity) - 1 2 3 4 5 6 7 8 9 10 (or A, B, C)

Examples that support the scoring:

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II. Job Competency Fit

a. Natural Talents Needed (list and rate each) - 1 2 3 4 5 6 7 8 9 10

Examples that support the scoring:

- Ex - 20/20 eyesight

b. Learned Skills Needed (list and rate each) - 1 2 3 4 5 6 7 8 9 10 (or A, B, C)

Examples that support the scoring:

- Ex - Joystick competency

c. Knowledge Needed (list and rate each) - 1 2 3 4 5 6 7 8 9 10 (or A, B, C)

Examples that support the scoring:

- Ex - Reading flight plans

III. Job Behavioral Fit

a. Purposeful Behaviors Needed (list and rate each) - 1 2 3 4 5 6 7 8 9 10

Examples that support the scoring:

- Ex - Calm under pressure

b. Positive Energy - 1 2 3 4 5 6 7 8 9 10

Examples that support the scoring:

- Ex - Improves the energy in the room

c. Passion for the job - 1 2 3 4 5 6 7 8 9 10

Examples that support the scoring:

- Ex - Arrives well ahead of departure time

d. Desire to Learn and Grow - 1 2 3 4 5 6 7 8 9 10

Examples that support the scoring:

- Ex - Is always asking questions to learn