

**DEFENSE CIVILIAN EMERGING LEADER PROGRAM (DCELP) SUPERVISOR ASSESSMENT**

*This part is to be completed by the nominee's immediate supervisor who is thoroughly familiar with his/her performance in order to assess his/her leadership potential.*

**Nominee's Name:** \_\_\_\_\_

**Current Position:** \_\_\_\_\_

**Current Position level:**     **Employee**         **Team Leader**  
     **Intern**             **Member of Fellowship Program**

Please rate the nominee's PROFICIENCY in each of the following competencies:

Competencies	Current Proficiency		
	Needs Development <sup>1</sup>	Proficient <sup>2</sup>	Outstanding/ A Personal Strength <sup>3</sup>
Interpersonal Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Integrity/Honesty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Written Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oral Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continual Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public Service Motivation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leveraging Diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resilience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computer Literacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problem Solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Customer Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technical Credibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mission Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team Building	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decisiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Influencing/Negotiating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DoD Mission and Culture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>1</sup> Applies the competencies in somewhat difficult situations; requires frequent guidance.

<sup>2</sup> Applies the competencies in difficult situations; requires only occasional guidance.

<sup>3</sup> Applies the competencies in exceptionally difficult situations; serves as a key resource and advises others.

**DEFENSE CIVILIAN EMERGING LEADER PROGRAM (DCELP) SUPERVISOR ASSESSMENT**

**Supervisory Narrative**

In at least 250 words, provide a narrative that cites your unique perspective on the nominee's proficiencies indicated above.

**Supervisory and Leadership Endorsement**

Based on my personal experience and discussions with this nominee, knowledge of his/her current/past performance, and review of his/her application package, this nominee is:

Ready Now     Ready in 1 year upon DCELP Completion     Other (Please explain)

**DEFENSE CIVILIAN EMERGING LEADER PROGRAM (DCELP) SUPERVISOR ASSESSMENT**

**Immediate Supervisor Title:** \_\_\_\_\_

**Immediate Supervisor E-mail:** \_\_\_\_\_

**Immediate Supervisor Phone:** \_\_\_\_\_

\_\_\_\_\_  
Immediate Supervisor Signature Date

**Second Level Supervisor Title:** \_\_\_\_\_

\_\_\_\_\_  
Second Level Supervisor Signature Date

**Understanding of Program Requirements**

**I have read and understand the DSLDP program requirements and acknowledge some requirements may involve time during regular duty hours to complete. I have also spoken with my organizational/Component leadership to ensure they understand these requirements as well.**

\_\_\_\_\_  
Nominee's Signature Date

\_\_\_\_\_  
Supervisor's Signature Date