

Defense Civilian Emerging Leader Program (DCELP)
Supervisor's Assessment of Nominee's Competency, Proficiencies and Leader Potential

(This part is to be completed by your immediate supervisor to assess your leadership potential)

Nominee's Name: _____

Current position: _____

Current Position level: ___ Employee ___ Team Leader ___ Intern or Member of a Fellowship Program

Please rate the nominee's proficiency in the following competencies: Competencies	Current Proficiency		
	Needs Development ¹	Satisfactory ²	Outstanding/ A Personal Strength ³
Interpersonal skills			
Integrity/Honesty			
Written Communication			
Oral Communication			
Continual Learning			
Public Service Motivation			
Leveraging Diversity			
Flexibility			
Resilience			
Computer Literacy			
Problem Solving			
Customer Service			

¹ Applies the competencies in somewhat difficult situations; requires frequent guidance.

² Applies the competencies in difficult situations; requires only occasional guidance.

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

Technical Creditability			
Mission Orientation			
Team Building			
Decisiveness			
Influencing/Negotiating			
DOD Mission and Culture			

Based on my personal experience and discussions with this nominee, knowledge of his/her current/past performance, and review of his/her application package, I think he/she has leadership potential to take on additional responsibility as a leader in the Department of Defense: _____ Yes _____ Not ready now

I endorse the candidate for the Defense Civilian Emerging Leader Program (DCELP).

Immediate Supervisor: _____

Title: _____

Signature: _____ Date: _____

Second Level Supervisor: _____

Title: _____

Signature: _____ Date: _____

To be completed by the Component:

Statement on anticipated return on investment (i.e., planned utilization and how DCELP will benefit the Component/agency and DOD):

DoD Component/Agency Official: _____

Title: _____

Signature: _____ Date: _____