



Name:

Job Title:

Department:

Assessment Date:

Revision cycle (years):

Next assessment due:



Part 1		The Good
<i>Guideline message on click</i>		
Beneficialisations	Input (0 to 10)	Positive traits. The higher the score, the better the prospect. Evaluator Comments
Adaptibility	10	The EL is adaptive to new things, provided they function properly. The only caveat with ELs is that, once understanding is reached, they can quickly become bored and complacent until something new is waved under their nose. Then the process repeats.
Ambitionality	7	Not especially ambitious. Ambition requires focus of intent and the ELs mental landscape is perhaps too expansive in scope for them to regard career progression as anything other than a distraction.
Buttkissence	0	Don't you wish. Employers had better get used to being regarded as something akin to a talking monkey, and half as interesting.
Capability	9	ELs are generally highly capable, but lose points because of a tendency to operate on autopilot while pondering other things. Which can lead to errors .
Client interaction	8.5	Whilst their knowledge makes them adept at dealing with the technical needs of the client, their distaste for having to suffer fools means ELs aren't suited to networking.
Creativity	10	Whether musicians, writers or painters, ELs are often creative and artistic in nature. Just be aware, they have the temperament to match.
Data protection	8.5	Good to high. But, if there is anything that might be considered morally questionable in writing somewhere, it had best be redacted before it crosses their desk.
Educative	7.5	The EL's education might be not much more than standard. School was probably a dull and uninteresting experience.
Engagement	10	It's not bad enough that we have to engage with the workforce. Now they're paying attention. Guh! The EL is watching. And thinking.
Environmental	6	Not baaad. Content to recycle, but carbon output could be better. Why put on a cardigan when you can just turn the thermostat up?
Experience	9	The EL has reached the stage where they have done pretty much everything there is to do. Now they're bored.
Extracurriculars	5	ELs understand what volunteering means and will do it up until the point it turns out you're taking advantage. And lets face it, you're taking advantage.
Health and safety	8	The EL understands the concept of health and safety and, in principle, agrees with it. Until it becomes an impediment to efficiency.
Humour	7.5	If black comedy is your thing, you're in the right place. Something of an acquired taste, ELs understand humanity's place in the universe and, therefore, aren't afraid to laugh at them.
IT skills	9.5	The world of Information Technology is an ever changing landscape which suits the EL's desire for intellectual challenge. But their tendency to be distracted by other things does mean ELs may have to play catch up from time to time.
Initiatives	9	Adept at problem solving, ELs can quickly come up with a series of solutions with an acceptable hit to miss ratio.
Je ne sais quoi	6.5	The EL's could be seen as an enigma or maybe, as the case may be, they just don't find you interesting enough to really engage with.
Organisational	8.5	Generally organised enough to plan ahead, ELs have no interest in babysitting however. So whoever they're working with, needs to know what they are doing.
Paperwork	6	Paperwork? Really? What happened to that paperless office you promised them? Given the capabilities of the modern world, maybe it's time you dusty old coots caught up. ELs don't like having their time wasted.
Sarcasm	10	Yep.
Work-life balance	9	Although not averse to sliding out the door before days end, ELs are there when needed and not in the habit of taking vacation time until what needs to be done, is done.
Workplace relations	7	Regarded as source of information by colleagues, ELs will get on just fine with people they have respect for, or a rapport with. But have a hard time hiding their disdain for ID-Ten-Ts.
Workplace training	9	Something of a knowledge sponge, if they haven't acquired all the training, ELs will certainly have most of it.
Beneficialisations Score	180.5/230	Meh. That'll do. Beggars can't be choosers.

Part 2		The Bad	
<i>Guideline message on click</i>			
Dangerosities	Input (0 to 10)	Negative traits. The higher the score, the worse the prospect. Evaluator Comments	
Criminalrecordtudiness	0	= It's not that they're averse to a bit of law breaking, ELs have simply never needed to. Or haven't been caught.	
Entitlementisiform	2	= Only up to a point. Provided they're not being taken for a fool, ELs don't assume they deserve any managerial favouritism.	
flibbertigibbetism	4	= Sporadic bursts of chinwaggery diminish the EL's usefulness, but even when yakking they usually have one eye on the clock.	
Idlenessicence	2	= Whilst they understand the necessity of "get the job done, then relax", ELs can become lost in a train of thought that leaves them staring out the window.	
Militancication	8	= ELs love sticking it to "The Man", or anybody else for that matter. Authority, by its very nature, is corrupt.	
Prejudicialment	1	= If despising stupidity constituted a hate crime, ELs would be on death row. Outside of that, ELs have no interest in singling out specific demographics for opprobrium.	
Specialflakenessitude	2	= Whilst fairly thick skinned, ELs are not without their limits.	
Dangerosities Score	19/70	Any negative is a bad thing, but could be a lot worse.	

Part 3		The Management Style	
<i>Guideline message on click</i>			
Dark Triad	Input (0 to 10)	An indicator of morality, or lack thereof. A higher score has no impact upon the Workplace Usefulness Score, but increases management potential. Evaluator Comments	
Narcissism	3	= ELs despise flattery and phonies, they don't need you to validate their existence. But that doesn't mean they find you even remotely interesting.	
Machiavellianism	1	= ELs have minimal interest in underhanded machinations as it is something they detest in others.	
Psychopathy	7.5	= Whilst the EL stops short of being a true threat to humanity, they are not entirely risk averse. The urge to press the big, shiny, red button can on occasion overwhelm them. Even if it is only to see what happens.	
Dark Triad Score	11.5/30	Here we go. The human condition is kicking in.	

The Results		Summary	
Final scores			
Workplace Usefulness	5.7/10	Employee potential. The higher the score, the better. If the score is low, what can be done to improve it? Meh! Could be worse.	
Evaluator Summary		= Capable to the point where they perform a lot of the mental heavy lifting in the workplace, ELs can become bored and indifferent. Particularly when higher paid colleagues expect the EL to do their thinking for them.	
Management Potential	4.8/10	Heading into middle management territory. You know what that means don't you?	
Evaluator Summary		= ELs have minimal interest in leadership roles because that means dealing with peoples weaknesses as well as their strengths. Small teams suit the EL best, provided the other members are sufficiently capable enough to wipe their own backsides. The EL isn't here to act as a wet-nurse.	
Supplemental		The Encyclopaedia Laboris (EL)	
Most likely to		= Take notes.	
Most likely to say		= "Carer's day off is it champ?" or "Try not to bump into the furniture on your way out the door."	

Charts

