

DIMENSION BID

ASSESSMENT CHECKLIST

Unit: CAP 1.4 MANAGE RESOURCES

Element: CAP 1.4.2 Lead and maintain a motivated and productive site team

PC	Description of Performance Criteria	Description of Evidence	Source of evidence			Competence	Remarks
			O/I	SD	Q/A		
a	The strengths and weaknesses of the team are identified against current and anticipated requirement.	Examine evidence (e.g. team quality meeting/evaluation reports), to confirm that the various needs of the team are identified and team dynamics is made apparent. Check via questioning that the candidate understands the importance of this requirement.	✓			C	
b	All individuals within the team are encouraged and assisted to evaluate the team's overall development needs and to contribute to the discussion and planning of how these will be met.	Examine evidence (e.g. minutes of meeting/team discussion, development template) to confirm : - That team members have been ardently involved in the process and any development needs for the team are collectively pursued. - That team dynamics is transparent. Check via questioning/assignment that the candidate understands the appropriate process and his role in the whole process.	✓			C	
c	Any unproductive friction between team members is minimised.	Examine evidence (e.g. records of work planning meetings or pre-job briefing, safety meeting) to confirm : - That delineation of responsibilities are clearly spelt out so as to avoid dispute. - That any disagreement arising are being discussed and resolved amicably. Check via questioning that the candidate understands the appropriate principles in dealing with the situation.	✓			C	

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			O/I	SD	Q/A	C / NYC	
d	Deadlines set are realistic to avoid putting unnecessary stress on the team members.	Examine evidence (e.g. records of work planning meetings or pre-job briefing, discussion/correspondence with base supervisor) to confirm : - That timing and duration allocated for the job is reasonable and appropriate. - That work allocations are equally and appropriately distributed to the team members based on their strength and weaknesses. - That any disagreement arising are being discussed and resolved amicably. Check via questioning that the candidate understands the appropriate process.	✓			C	
e	Work plans containing clear, relevant and realistic objective for the team as a whole are reviewed, updated and improved at regular intervals after discussion and agreement with the appropriate people.	Examine evidence (e.g. records of work planning meetings or pre-job briefing, discussion with base supervisor and OIM) to confirm : - That work plans are reviewed, updated and improved as required on an agreed interval. - That pro-active discussions are initiated to help improve team's performance. - That any disagreement arising are being discussed and resolved amicably. Check via questioning that the candidate understands the appropriate process and underlying reasons.	✓			C	

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PC	Description of Performance Criteria	Description of Evidence	Source of evidence			Competence	Remarks
			O/I	SD	Q/A		
f	Current operational status is relayed accurately and completely to next shift personnel.	Examine evidence (e.g. hand-over note, current work plans/program) to confirm : - That the contents of the hand-over note is comprehensive and appropriately presented to cover relevant and pertinent details and aspects of the current job. Check via questioning to ascertain candidate's understanding on the importance of a proper hand-over.	✓			C	
g	Operating instructions are relayed accurately and completely to next shift personnel.	Examine evidence (e.g. hand-over note, current work plans/program) to confirm : - That the contents of the hand-over note is comprehensive and appropriately presented to cover relevant and pertinent details and aspects of the current job. - That any operational or special instructions are clearly and accurately conveyed to avoid misunderstanding. Check via questioning to ascertain candidate's understanding on the importance of a proper hand-over.	✓			✓	

Legend:

Source of Evidence:	O/I	Observation / Interview	SD	Supporting Document	Q / A	Written Questions & Answers
	C	Competent	NYC	Not Yet Competent		

OVERALL SCORE	STRONG			ADEQUATE			IMPROVEMENT NEEDED		
	10	9	8	7	6	5	4	3	2

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Assessed by:		Agreed by:		Verified by:	
		(TSO)		(HOD)	
(Name)		(Name)		Azila Amman	
GAZALI MEHRY Operation Manager Dimension Bid (M) Sdn Bhd				(Name)	
Signature		Signature		Signature	
Labuan Warehouse Sickline Services				Jua	
				Date	
Date		Date		2013/25	
				Date	