|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Name: Date:**  **Position Title: Manager:** | | | | | | |
| **Please indicate the extent to which you agree with the following statements** | Strongly disagree  0 | Disagree  1 | Disagree Somewhat  2 | Agree Somewhat  3 | Agree  4 | Strongly agree  5 |
| 1. This role is essential to organizational success for reaching goals and producing results. |  |  |  |  |  |  |
| 1. This role directly impacts the organization’s critical relationships or partnerships. |  |  |  |  |  |  |
| 1. The loss of a person in this role presents significant risk to the organization. [Financially, Legally, Safety/Security, Compliance/ Regulatory, etc.] |  |  |  |  |  |  |
| 1. It would be difficult to delegate the duties assigned to this role. |  |  |  |  |  |  |
| 1. The skills/competencies required to perform this position are highly sought after in the labor market. |  |  |  |  |  |  |
| 1. There is no internal pool of qualified candidates for this position who could step up if it becomes vacant. |  |  |  |  |  |  |
| 1. This position tends to have a high turnover rate. |  |  |  |  |  |  |
| 1. This position would be difficult to fill because it requires highly specialized expertise. |  |  |  |  |  |  |
| 1. It would take a long time for a new hire to become fully functional in this position. |  |  |  |  |  |  |
| 1. This position leverages long-term partner relationships. |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Criticality Score Total:** |  | | | | | |

|  |  |  |
| --- | --- | --- |
| **HIGH** | **Vital**  Mandatory succession plan | **41 - 50** |
|  | **Significant**  Succession plan  strongly recommended | **21 - 40** |
|  | **Fundamental**  General succession plans, as needed | **11 - 20** |
| **LOW** | No urgentneed for succession plan | **0 - 10** |

**Manager Comments:**

A Critical Role significantly impacts the overall essential needs of the organization.

A Critical Role may include hierarchical level, specialized knowledge, skills and abilities, external relationships, strategic change initiatives, and leadership roles.