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| **Name: Date:** **Position Title: Manager:**  |
| **Please indicate the extent to which you agree with the following statements**  | Strongly disagree0 | Disagree1 | Disagree Somewhat2 | Agree Somewhat3 | Agree4 | Strongly agree5 |
| 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.