

Notes of discussion  
at the Meeting of Career Service Committee  
see Minutes (Committee members  
and members of Working Group  
on Employee Rating)

Darison  
Baip  
Kent

STATINTL

STATINTL

STATINTL

Form not for specific group or specific selection. Form for Agency to explain skills interest know etc

Single in format to be used in present to enable discussion to take place between suppt emp. Over period of time to arrive at stability of form to not a selective device but an evaluative system.

STATINTL

tending to individualize all one employee vs useful info about an indiv rather than mass data about all employees

STATINTL

[REDACTED] quoted to compare strength & weaknesses of an individual rather than comparing individuals.

Kent: quoted individual goal rather than a hole in a can. How can Dir Chief fill out 100 or 200

STATINTL

[REDACTED]: supervision responsibility for 8 to 20 employees.

Dir Chief would review more.

Kent: Sup would have to make decisions on 5 or more in a year?

STATINTL

[REDACTED]: Only if supervisor makes recommend or if employee makes request age sex grade etc automatically cut down possibilities.

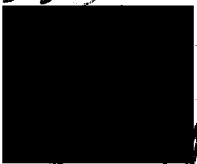
Paper & IBM can not make decisions.

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This system has responsibility on supervisor & large part of Career Service Program & Career Development will have been accomplished. Single relation between supervisor & employee is key.

STATINTL

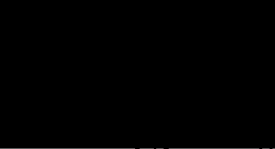


: means of getting as close as possible to  
Kent: what thought to variability in competence of sup.

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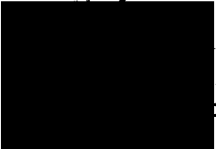
Supervisor rating.  
Sup will be evaluated



: Egger has shown great individuality. One sup rated top men as good which ~~was~~ showed up badly in relation to other

STATINTL

STATINTL



: If from Harry rating

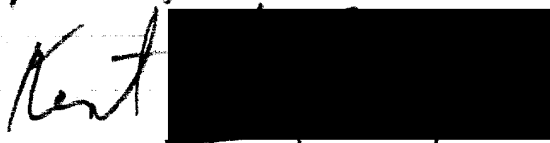
Kent: Can sloppy supervision  
do less damage with this form

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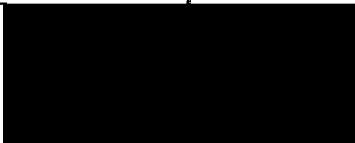
is no better than supervisors  
says system

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Kent disarming of GCSC  
system.

STATINTL



System must be out in  
the open when emp sup & act  
can discuss freely & frankly. Hence  
appal system not necessary.

Rating systems subject to appeal &  
cause more trouble than they solve.

Kent: Sup with 3 or 4 problem  
children will have bad work

STATINTL



Yes but its his job to  
keep the things out of DC 15 office

STATINTL

[Redacted]

Termination

STATINTL

procedure under out unsat.

[Redacted]

library system pilot

95 ratings all narrative 3

STATINTL

questions, a b c get from [Redacted]

[Redacted]

Without exception 95 both employee

& supervisor [Redacted] & [Redacted]

STATINTL

[Redacted]

This type of device will make

easier discussion of shortcomings.

specific example: will make relations

& discussion much easier

STATINTL

Baird to [Redacted]

Were there any

unsatisfied.

STATINTL

[Redacted]

No we didn't ask that.

One supervisor aged 20 years but learned a lot. A lot was learned re reassignment & placement.

STATINTL

[REDACTED] From being there was  
 spirit concerning purpose of form  
 M agrees that it should be evaluation etc  
 but it should also have selection purpose  
 if 1st is true this form is good  
 if 2nd is true will not serve for  
 selection for training rotation etc.

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[REDACTED] All work was published on  
 selection. Thinking only of high potential,  
 + better to concentrate if necessary  
 on top 15%. If you're interested in  
 selection you don't necessarily have  
 to be fair.

STATINTL

[REDACTED] Here is a path which  
 takes both viewpoints + shows relationship.  
 Not feasible to use time completely  
 for all levels down to sec. Don't most  
 management groups concentrate on higher

leads. Need streamlined for  
 This is very good in terms of its objective.  
 People will be able to make suggestions of  
 course

In terms of management selection  
 appraisal must be blown up, and  
 will need training counseling etc,

Parent form is sound & one  
 Form two is supplement to be used  
 at certain levels. This acknowledges  
 basic factor. You need considerable  
 time in preparing these but you  
 can not afford to go into such details  
 for all.

Form 2 goes into greater detail for  
 limited persons i.e. grade 11 persons.  
 Industry uses ~~the~~ forms for Management  
 Development.

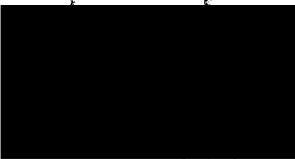


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: 7 Aug was just that program we for G89 up.

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This form is ok for airtight bond purpose

Kent Is this form adequate for lower levels

STATINTL



Yes the emerging persons can be picked out. You can not have in here question or potential which is based on guess. In picks a man estimated at lower potential eventually proved where what it takes. Vice Versa

Kent 1st form with perforated section not available to employee

2nd form

Are there 3 forms in other ways

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For higher level yes you need something more  
At lower levels I'm not sure that one is needed

STATINTL



Would not 2<sup>nd</sup> floor at lower level inhibit ordinariness validity of discussion between?

STATINTL



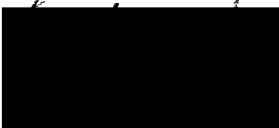
Concept of Management level. Greater distinction between company men those who work for them. Not valid in government. Typing & Sec personnel extremely important & shortages are slowing down the operation

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Should not draw line of Co men & workers. Time available. essentially the same framework

STATINTL



If selection is needed this form will not do. If selection has to be made of 50 secretaries to be given admin asset training. Bill will go on...

High grading of factors with IBM push  
will select the people you want,  
Hiring personnel, etc etc

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Availability of data to employee

Key crucial point. WG has ~~not~~ ~~never~~

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If employee is incompetent he  
must know it. It's a responsibility of  
supervision. It's a question for CSC  
to decide whether the form is to be used  
for selection.

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Other means of selecting etc  
rank grade exp etc.

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Before we select for promotion  
or rotation we need to know our goal  
& can only design our form for that purpose.

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~~If a person is unable to~~

David: Persons here can answer? does  
this form meet obligation of CSC, answer seems  
to be yes. One question was asking

if people want some other job or training,  
"I'd like to go with SO." Is this  
form going to raise false hopes of training  
rotation assignment. Will we have  
moral problem.

There will be a need for another type  
of form. DCI has just said to basic  
trainees "you will go overseas be rotated  
etc" along with others selected for  
Present form will not do job. Hope  
we could get job done with one ~~form~~ form only.  
Cooperation with Dulles re filling Service  
Slots etc. Put form on  
bulletin boards of application. Etc  
How are we going to select.

Intangible & subjective basis  
Present use of statistics as a

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a micrometer top 10% vs bottom

10%

STATINTL

[redacted] Who is going to be responsible?  
for selection NWC College form  
will not help for example. ~~Let's~~

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Baird: This form will not do  
No form will do it.

Baird: What do you do if AD will  
recommend NWC man to get rid of him

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Darison: Fire the AD.  
Promotion rates & inequalities  
slow & fast different ADs.

STATINTL

Darison: We have just  
[redacted] Discard using this form as  
promotion vehicle. OSC experience.  
Kiss-of-death promotion. Other machinery.  
NWC withdrawn.

Precipitation.

Bar Personally feel there get an  
idea system, to two agree.

STATINTL

[Redacted]

get idea.

[Redacted]

STATINTL

STATINTL

[Redacted]

agree. Suggest we

approve in substance, ask the WG

STATINTL

STATINTL



*teaching*



*Art Digest file of 1936*

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