

EVP Assessment Matrix

Assessment Date:
Department/Division:

Completed By:

Rating Scale

- 1 = Significantly below expectations/market
- 2 = Somewhat below expectations/market
- 3 = Meets expectations/market standards
- 4 = Somewhat exceeds expectations/market
- 5 = Significantly exceeds expectations/market

EVP Elements Assessment

Compensation

ELEMENT	CURRENT RATING (1-5)	DESIRED STATE	GAP	PRIORITY (H/M/L)
Base Salary	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Bonus Structure	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Merit Increases	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Long-term Incentives	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Benefits

ELEMENT	CURRENT RATING (1-5)	DESIRED STATE	GAP	PRIORITY (H/M/L)
Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retirement Plans	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
PTO/Leave Policy	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Work-life Balance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Career Development

ELEMENT	CURRENT RATING (1-5)	DESIRED STATE	GAP	PRIORITY (H/M/L)
Training Programs				
Promotion Paths				
Mentoring				
Skill Development				

Culture

ELEMENT	CURRENT RATING (1-5)	DESIRED STATE	GAP	PRIORITY (H/M/L)
Values Alignment				
Team Dynamics				
Leadership Style				
Recognition Programs				

Work Environment

ELEMENT	CURRENT RATING (1-5)	DESIRED STATE	GAP	PRIORITY (H/M/L)
Physical Space				
Remote Work Options				
Technology Tools				
Workplace Flexibility				

Action Planning

Top 3 Priority Areas for Improvement

1. Priority Area:

Current State: Desired State:

Action Steps:

1.

2.

3.

Timeline:

Resources Required:

Success Metrics:

2. Priority Area:

Current State: Desired State:

Action Steps:

1.

2.

3.

Timeline:

Resources Required:

Success Metrics:

3. Priority Area:

Current State: Desired State:

Action Steps:

1.

2.

3.

Timeline:

Resources Required:

Success Metrics:

Follow-up Review

Next Assessment Date:

Key Milestones:

1.

2.

3.