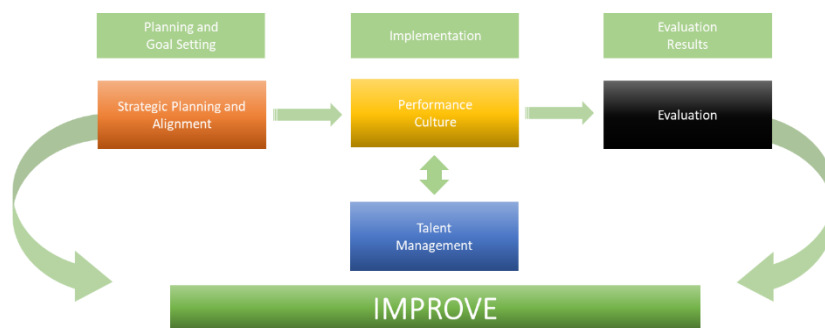


APM Message # 2021-1003
Self-Assessments and Templates

New operational norms require we navigate change and transform the way we think, engage, and enhance performance for our respective organizations. We are posturing the Accountability Community to be a conduit of information to inform business decisions and influence change in order to meet the demands of the Department.

A comprehensive strategic and performance planning process will be the foundation for DOD’s accountability effort. The figure below depicts the continuous cycle of activities that we will leverage to link human capital activities to strategic goals and mission objectives. To accomplish the highest level of performance and accountability we will rely on three enablers: **Transparency**, **Continuity**, and **Technology** to assess program effectiveness and subsequently learn, share and report.



As a starting point, pending completion of the DCPAS Human Capital Self-Assessment Toolkit, we are providing a simple set of diagnostic tools and templates identified below. These resources are to complement the Departments efforts to inform decisions, to reform HR Programs, and to assess HR Transactions.

DCPAS’s intent is to develop an Enterprise Human Capital Self-Assessment Toolkit that delivers a rigorous interactive broad approach to assess “people policies” and the approaches taken to support “merit principles”. The objective is to scale an interactive toolkit and collaborative resources that integrates the Human Capital Framework, Human Capital Accountability Metrics, Evaluation Feedback Lifecycle-Mechanism, and a Web-Based Evaluation Management System into a streamlined storefront.

Our sustained commitment along with leadership engagement, at all levels, will be paramount as we continue to shape the Defense Accountability and Delegated Examining Programs. Collectively, we must continually monitor and intentionally refine approaches to ensure continuous improvements to acquire a profitable return on investing in our most valuable resources...“the people”.

HUMAN CAPITAL
SELF-ASSESSMENT TOOLS

- ✓ Strategic Alignment Checklist
- ✓ Personnel Suitability Checklist
- ✓ Human Capital Checklist Guide
- ✓ Random Sample Right-Sizing Message
- ✓ OPM-DOD Master Evaluation Schedule
- ✓ DOD Human Capital Evaluation Handbook

HUMAN CAPITAL
ILLUSTRATIONS AND TEMPLATES

- ✓ HCF Evaluation Reporting Template
- ✓ Request to Terminate Delegated Examining
- ✓ Request to By-Pass a Compensable Veteran
- ✓ Delegated Examining Streamline Notification