



MONTANA CONSERVATION CORPS

Participant Self-Assessment Worksheet

Participant (full name): _____

Position: _____ Date: _____

Proficiency Levels

1: Novice, beginning level skills/performance 2: Emerging, gaining skills 3: Proficient, showing mastery 4: Excelling, exceeding expectations

Performance Criteria	Level	Comments and Examples
Member is able to adapt communication styles to the situation or audience. Member is receptive to feedback in order to improve communication and facilitation skills.		
Member navigates conflict with respectful dialogue, seeks to understand differences and works collaboratively to resolve issues.		
Member is curious and open to understanding values and cultural perspectives different from their own.		
Member takes responsibility for actions, and actively seeks information to assist in developing skills/experience (growth mindset) during their term of service.		
Member represents MCC and the AmeriCorps program in a professional manner.		
Member is well grounded in policies and procedures and utilizes their influence to encourage a culture of safety at all times. Member appropriately manages risk.		
Member effectively prioritizes self-care (physical, mental and emotional wellness).		
Member is consistent in the proper care of materials, tools or machinery used during their term of service.		
Member is strong contributor and can be counted on by others to perform the tasks, role or jobs assigned.		
Member regularly reflects in order to improve decision making, critical thinking and self-awareness.		
Member is aware of current conservation issues as they relate to public lands, Tribal Nations, and local communities.		
Member actively participates in education opportunities provided through training, local community events, or other venues.		



MONTANA CONSERVATION CORPS
Participant Evaluation Form

Participant (full name): _____

Position: _____ Date of Evaluation: _____

Mid-Term Evaluation or End of Term Evaluation (circle one)

Overall Comments from Reviewer (prepared prior to conversation)

Digging Deeper

List the major themes of your conversation.

Identify **one skill** you would like to improve and **two steps** you'll take to work towards this improvement:

Questions to be completed by Regional Staff at the end of the term of service

- | | | |
|---|-----------|----------|
| 1. Has the corpsmember satisfactorily completed all assignments, tasks and projects? | Yes _____ | No _____ |
| 2. Has the corpsmember completed the required minimum hours to be eligible to receive an education award? | Yes _____ | No _____ |
| 3. If no, do they qualify to receive a partial education award due to compelling personal circumstance? | Yes _____ | No _____ |

Member Signature Date

Staff Signature Date

Contributor Signature Date

Contributor Signature Date

Databased: _____ (initial of regional staff)



MONTANA CONSERVATION CORPS

Feedback for Crew Leaders

Deliver to your Crew Leaders

Crew Member (full name): _____

Crew Leader (full name): _____

Crew Leader (full name): _____

What is one thing leader(s) can do more and one thing they can do less to improve their leadership skills?

(separate at dotted line)



MONTANA CONSERVATION CORPS

Feedback for Regional Staff

Turn in to staff

Crew Member (full name): _____

Region: _____

What is one thing your regional staff can do more and one thing they can do less to improve your experience and performance? (Consider operations, logistics, and communication)

Is there currently something that could increase your sense of safety and well-being?

Is there anything that you'd like to discuss with staff?