

MPS3-1

MPS 3: Self assessment Objectives © copyright, Donald R. Woods, 1998

Self assessment: is the ability to decide on the degree to which a performance has achieved the target goal. This is based on published goals, measurable criteria and on submitted evidence.

Although this unit focuses on self assessment, this is based on the general principles of an evaluation, decision , judgement or assessment.

Skill development:

1. Accepting that assessment is about performance; it is not about personal worth.
2. Accepting that assessment is based on evidence; it is not based on wishful thinking or gut feelings.
3. Acknowledging that assessment is not possible without goals and criteria.
4. Realizing that if a judgement is to be made, incorrectly, without published goals or published measurable criteria, then judgements will be based on gut feelings, politics and intuitive criteria. This results in unfair decisions and judgements. Unfortunately, many organizations, agencies and people fail to understand this.
5. Ability to identify and create observable and unambiguous goals.
6. Realization that #5 is difficult, boring and tedious- but necessary.
7. Ability to identify and create measurable criteria related to the goals.
8. Realization that #7 is often neglected or expressed in unmeasurable terms. This task is difficult, boring and tedious - but necessary.
9. Ability to write out, gather and evaluate evidence as it relates to the goals.
10. Ownership in a task:: setting personal goals, criteria and gathering evidence and making a judgement about the achievement of that task.. Affects your self confidence and self esteem.
11. Acquire some skill in giving and receiving feedback
12. Through self awareness, begin to improve self confidence
13. Continue the development of an environment of trust where risking is OK.
14. Acquire skill in doing a performance review of others and experience receiving a performance review.
15. Acquire skill is writing a resume.
16. Acquire skill and confidence in writing effective reflections, gathering evidence and documenting a case for a performance review.
17. Acquire skill in participating in a personal interview.
18. Acquire skill and confidence in self assessment that is needed in lifetime learning and in life.

Pretest:

Awareness: how aware are you of what you do when you use this ability? Rate with an “x”

0	1	2	3	4	5	6	7	8	9	10
Unaware				Aware of						Very aware
I just				Some						I can describe
do it										The details of
										how I do it

Skill: how skilled are you in doing this activity? Rate with an “x”

0	1	2	3	4	5	6	7	8	9	10
Poor		Fair		Good			Very good			Excellent

Comments:

MPS3-2

Learning objectives:

MPS 3 Self-assessment

1.1 given a term listed under "concepts introduced", you should be able to give a word definition, list pertinent characteristics and cite an example.

1.1 given an evaluation or appraisal situation, you will be able to state the components necessary to do the assessment.

3.1 given an evaluation or appraisal situation, you will be able to write out in observable terms the goals and expectations. Your results should agree to within 90% of that of the tutor.

3.2 given an evaluation or appraisal situation and an observable goal, you will be able to write out measurable criteria that are consistent with that goal. Your results should agree to within 90% of that of the tutor.

4.1 given your written evidence, you will be able to objectively discuss your self assessment with another person and reach agreement as to the assessment.

4.2 given a workshop activity related to problem solving, you will be able to write down what you did before and what you can do after the unit, to provide evidence and interpret that evidence in terms of the goals and the degree to which you can achieve the goals. Your reflections will be judged to be consistent and objective by the tutor.

5.1 given situations encountered in other courses, at work or in your everyday life, you will be able to evaluate how well you can apply your problem solving skills to solve those problems. The goals, criteria and evidence and your interpretation will be assessed by the tutor to be consistent, complete and objective.

5.2 given a personal goal, you will write that in observable terms, create measurable criteria, select evidence and write a reflective journal such that an independent assessor will agree that you have achieved your personal goals.

Concepts introduced

Self-assessment, assessment, criteria, decisions or assessments are made based on measurable criteria,

pertinent evidence, performance, observable and unambiguous goals, resume, reflections, journal.

MPS 3: Self-assessment: Example assessments.

1. A friend says that he wants to "reduce his weight" and asks your advice on how to do it. For this goal "to reduce weight"

- (a) If pertinent, break this into further subgoals.
- (b) Rewrite the subgoal in "observable terms."
- (c) Create at least one measurable criterion that you be used to measure success in achieving the subgoal.
- (d) Write out one type of evidence you would collect to show progress toward your subgoal.

2. For the goal " _____ ", create two measurable criteria.

3. List six issues or subgoals that you think are pertinent for the following situation/problem:

4. My subgoal is "to improve my creativity." Rewrite this as an observable goal.

5. My subgoal is "to develop confidence in statistical testing." Write two observable, measurable criteria to be used to measure progress.

6. For the goal " _____ " and the criteria " _____ ", list three different types of evidence that could be used to show progress and achievement.

7. From the in-class activity, you have the following evidence:

- your reflections that you wrote three times during the activity.
- your worksheets and the statement of the exercises.
- the DISCOVERY sheet.
- your awareness and skill checklist **before** and **after** the activity.

Write up a reflective assessment of the degree to which you have achieved the objectives. Refer to the evidence by number and relate your evidence and claims to the objectives by number.

8. Given the following objectives and criteria and given the following evidence, assess the degree to which the objectives have been achieved.