

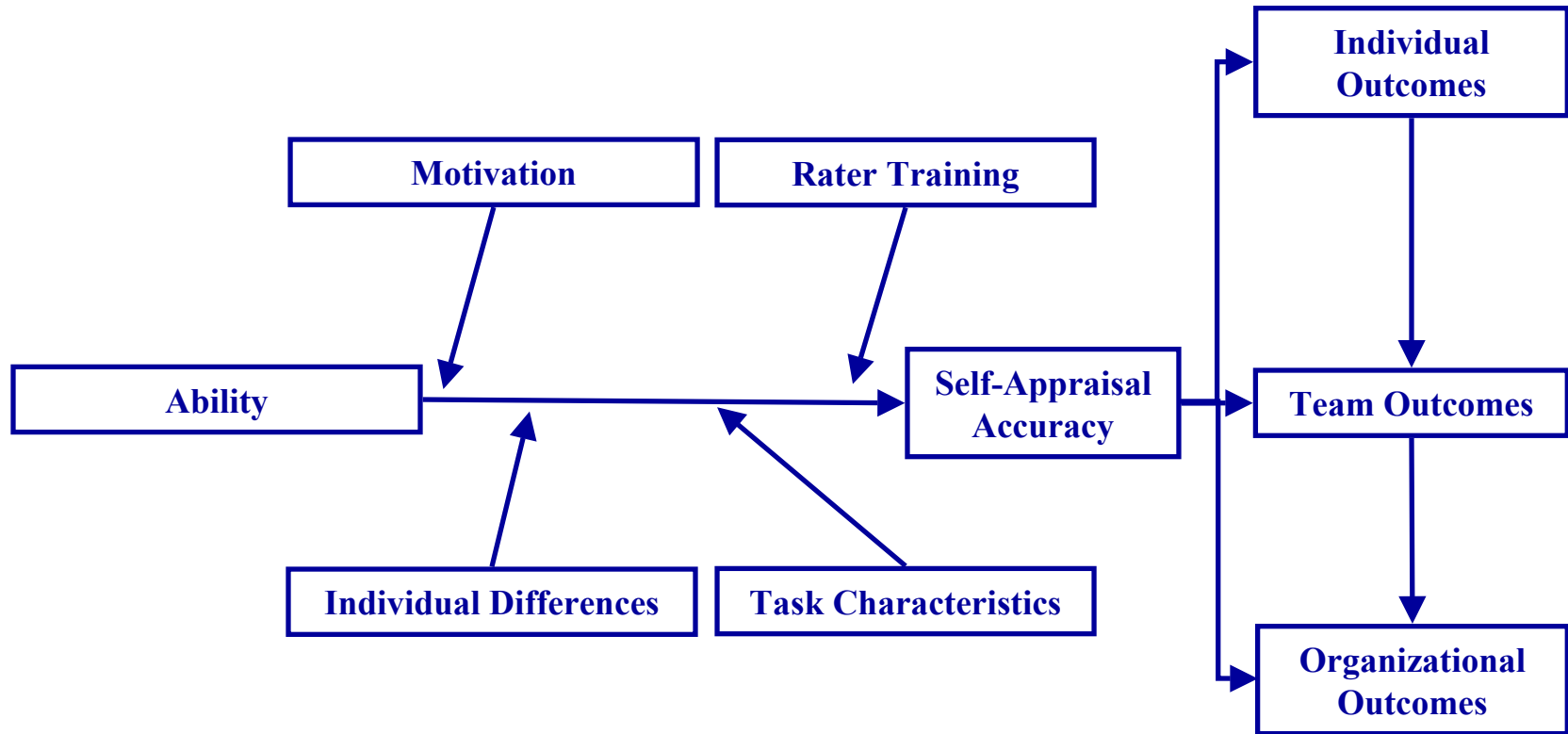
A Model of Self-Appraisal Accuracy for Personnel Assessment

Tim McGonigle
Caliber Associates

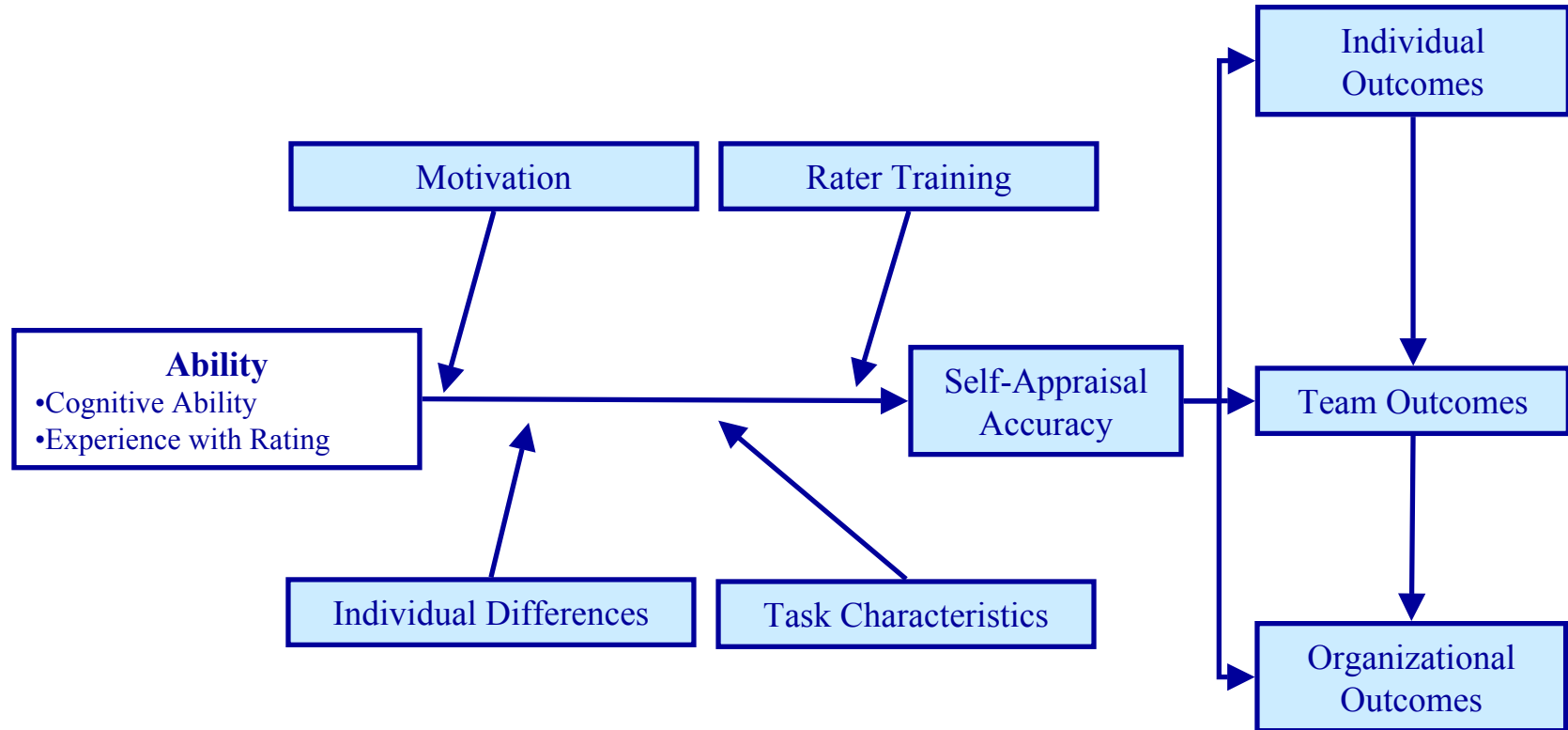
June 24, 2003

A presentation at the 27th Annual Conference of the
International Public Management Association Assessment Council
Baltimore, Maryland

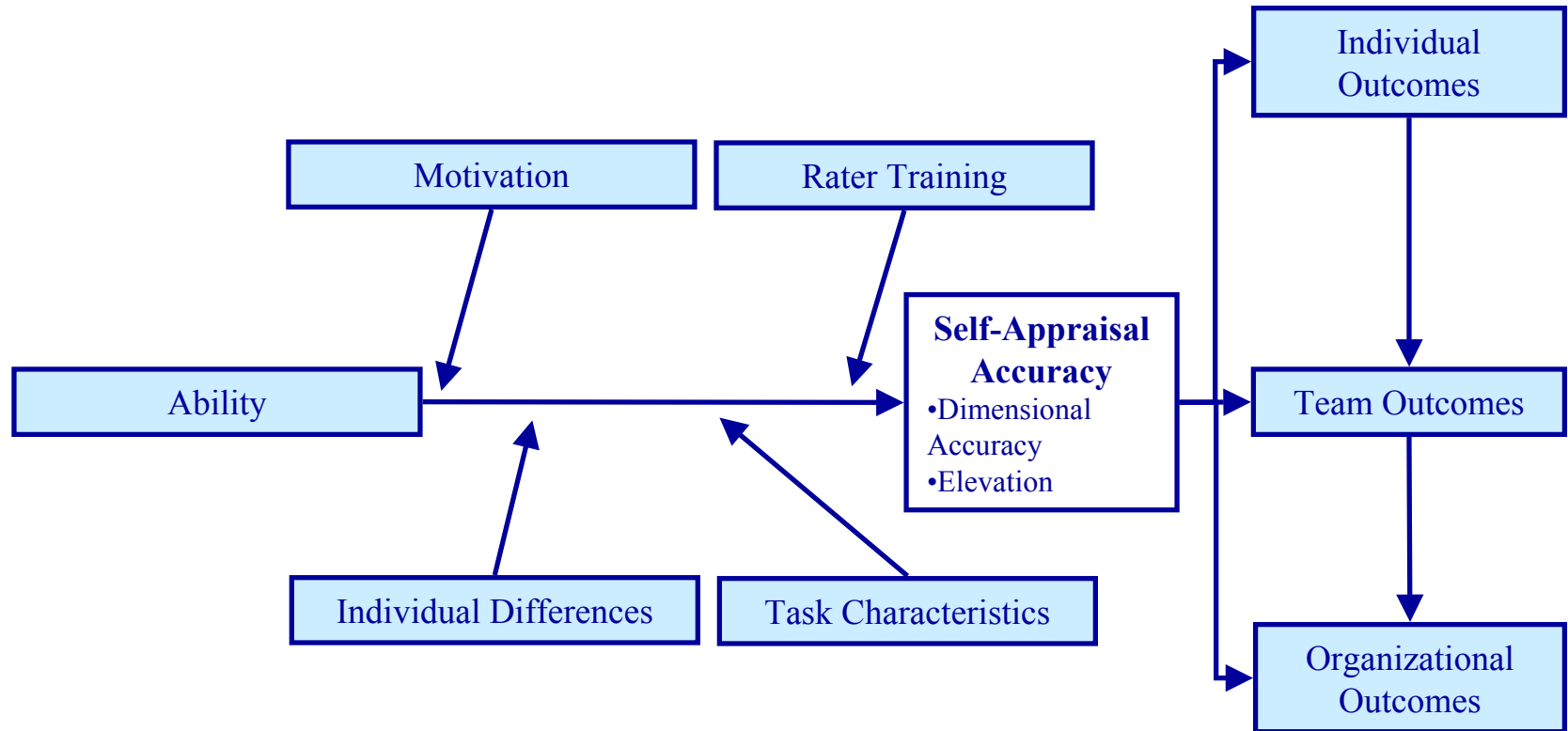
Overview of Model



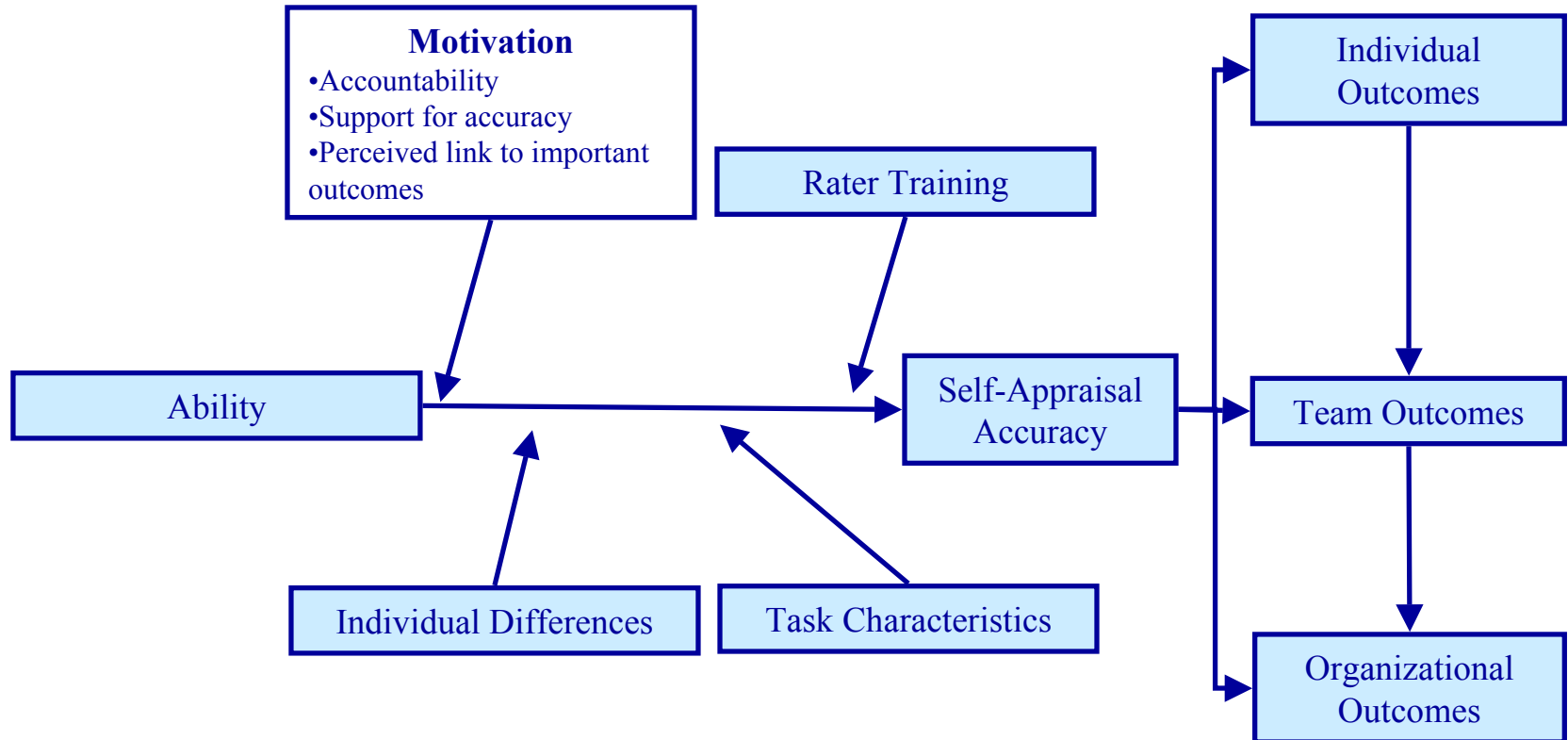
Abilities



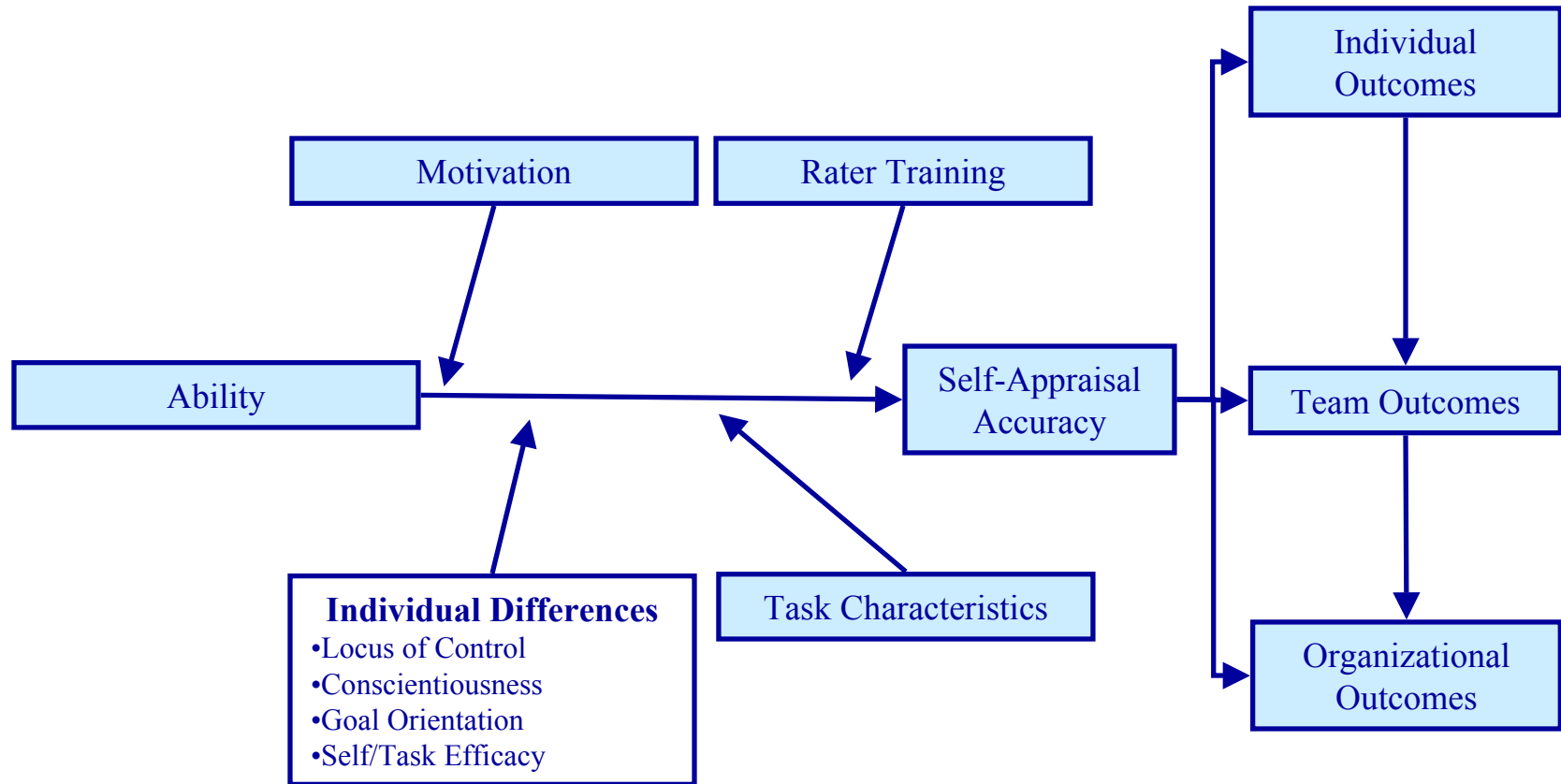
Self-Appraisal Accuracy



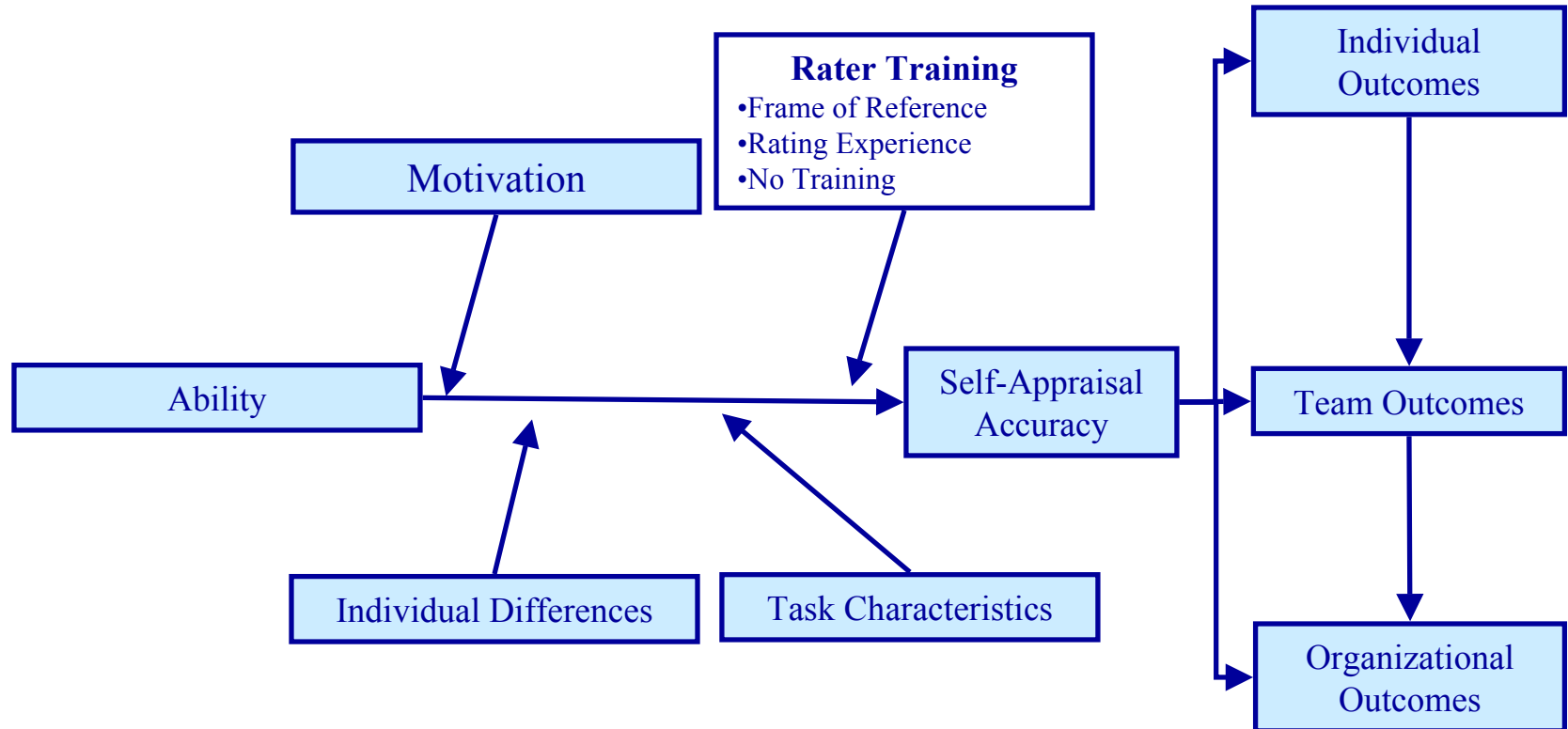
Motivation



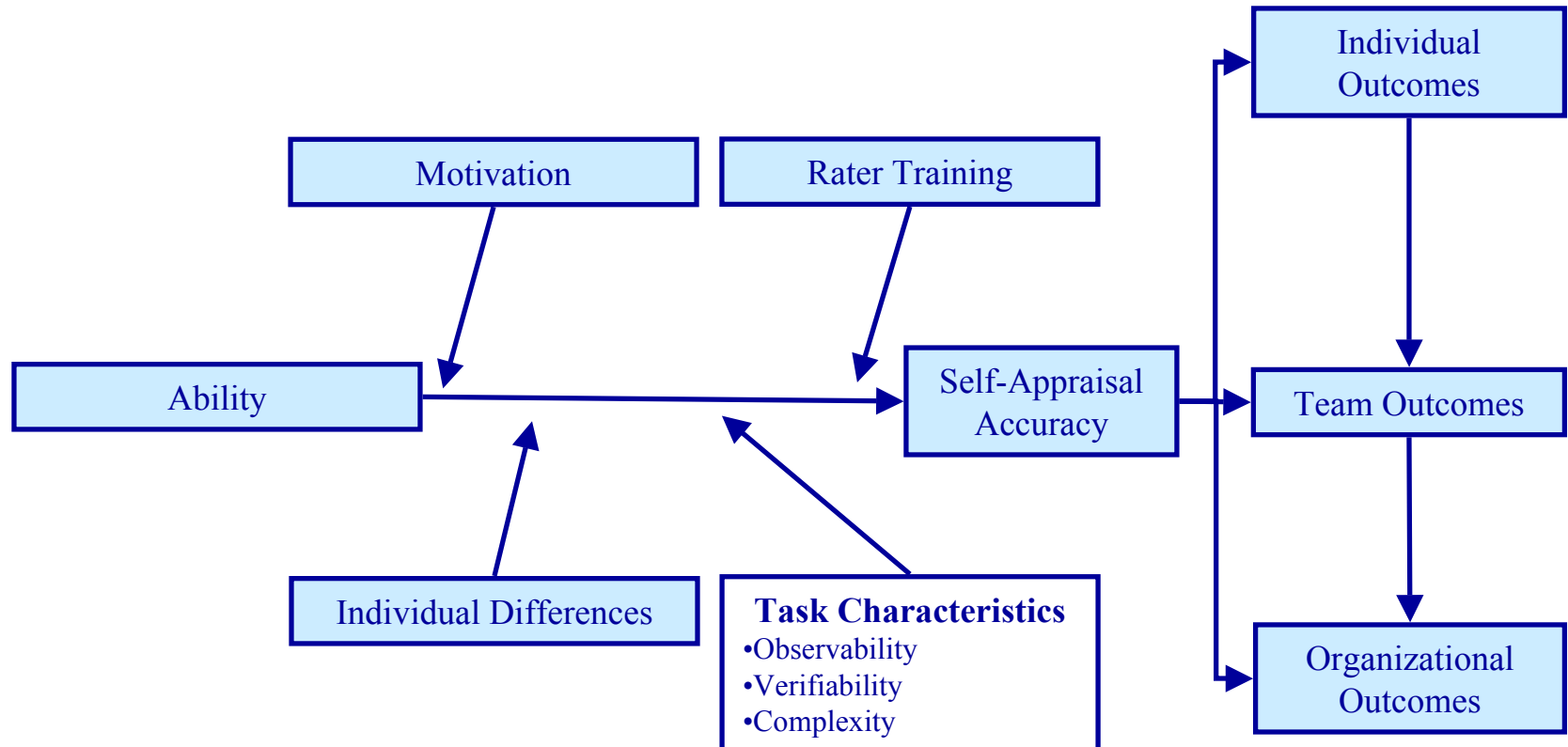
Individual Differences



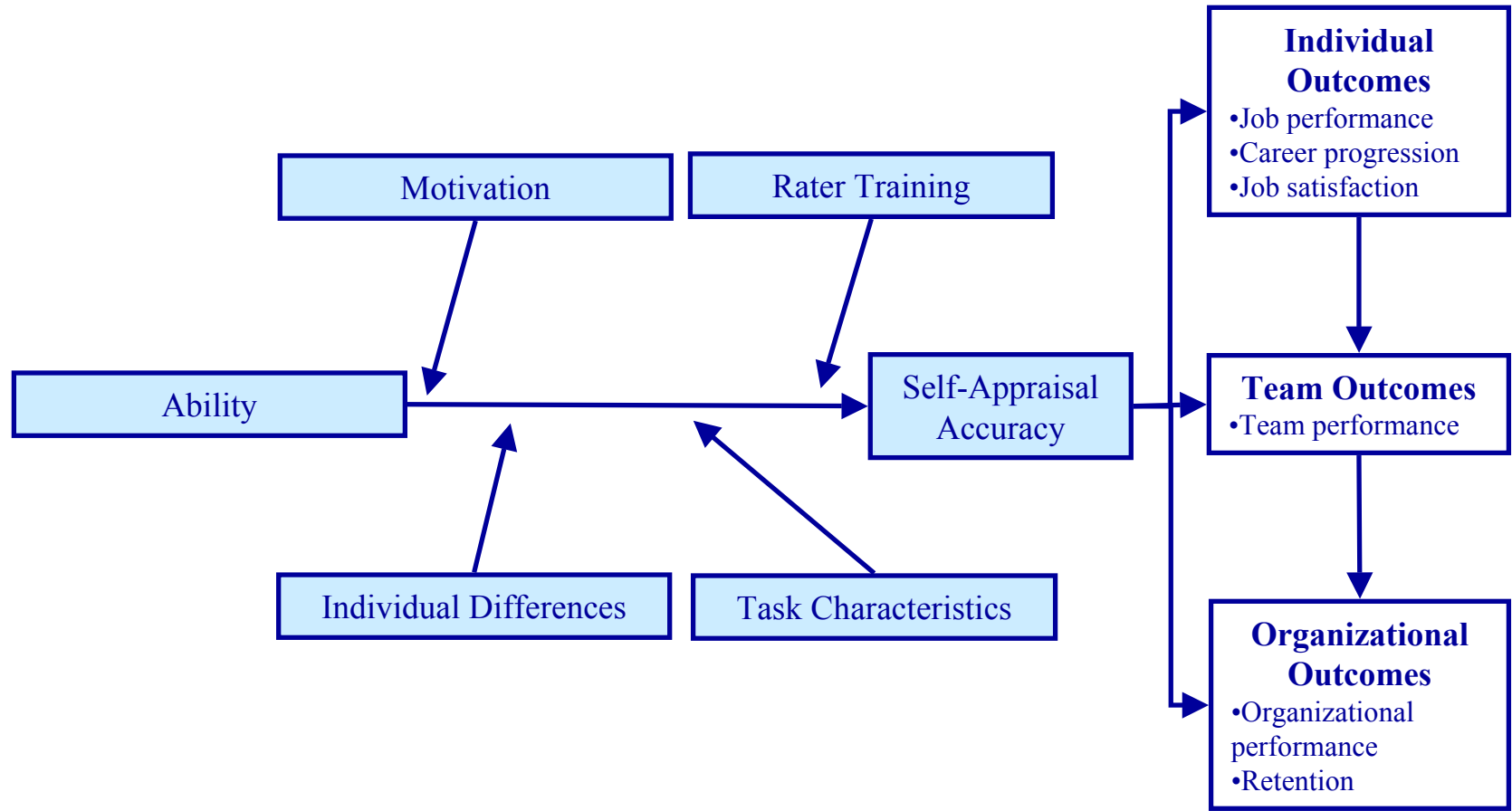
Rater Training



Task Characteristics



Outcomes



Current State of the Model

- Self-appraisal accuracy can probably be improved
- Many variables may influence self-appraisal accuracy:
 - Ability
 - Motivation
 - Individual Differences
 - Task Characteristics
 - Rater Training
- Self-appraisal accuracy probably related to outcomes:
 - Individual
 - Team
 - Organizational