Position: How many similar positions in the agency:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Please circle the number that indicates the extent to which you agree with the following statements.** | Strongly Disagree | Disagree | Somewhat Disagree | Somewhat Agree | Agree | Strongly Agree |
| 1. If this position were left vacant, it would cause serious difficulties in delivering on the agency’s commitments and priorities. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. If this position were left vacant, it would cause serious difficulties in achieving operational and strategic goals at the department level. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. If this position were left vacant, it would cause serious difficulties in meeting legislative, compliance or regulatory requirements. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. If this position were left vacant, it would be detrimental to health, safety or security. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. There is a significant likelihood that the incumbent will leave this position in the next three years. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. The skills and competencies required to perform the duties of this position are highly sought after in the labor market. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. This position has a high turnover rate. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. This position would be difficult to fill because it requires specialized skills and experience not readily available in today’s job market. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. This position is difficult to fill because of the position’s location. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. This position would be difficult to fill because the compensation is not competitive in today’s labor market. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. This position requires a high degree of and has an immediate need for, specialized/agency knowledge to ensure continuity of service. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. There is no immediate internal bench strength for this position if vacant. | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. There is no other similar position in the agency. | 0 | 1 | 2 | 3 | 4 | 5 |
| **Criticality Score** | **0-10** | **11-20** | **21-30** | **31-40** | **41-50** | **51-65** |