

Examples of Substantiations

Knowledge

FS-1 FULLY SATISFACTORY

Not Substantiated	Substantiated
This officer has a good knowledge of Canadian policy and practices. She is widely read and has demonstrated a real interest in Latin American affairs. She holds advanced degrees in philosophy from several universities and continues to publish in scholarly journals. In addition, her wide knowledge of current events makes her a lively contributor to divisional activities. <i>What is wrong?</i> Does not address definition criteria, including how well officer learned new information and applied it to the job.	This officer has demonstrated a sound knowledge of Canadian government policy and practices. She has consulted and co-operated with other government departments and ensured that her memorandums and briefing notes reflected overall government interests. She is developing a good knowledge of Canada-Chile bilateral relations and of Latin American affairs in general. Her written work, in particular the briefing book she prepared for the Minister's visit, shows a good understanding of the key issues for Canada. Her knowledge of all the programs at the Canadian mission allowed her to make a useful contribution to the annual post planning exercise.