

## **ANALYSE AND EVALUATE**

Focus on the performance expectations described for the level of the officer being appraised. Also note deficiencies in any skills or abilities described under lower levels.

- FS 1**
- Extracts and synthesizes information from a variety of sources to make decisions and/or recommendations.
  - Considers the linkages among all parts of an issue and evaluates the impact of possible solutions.
  
  - Analyses and interprets events and assesses their impact on Canadian interests.
  - Anticipates potential problems.
- FS 2**
- Recognizes critical factors in a problem or situation, synthesizes diverse information, and identifies effective solutions or courses of action.
  - Grasps the meaning of trends and interrelationships and makes well-considered prognoses of developments.
  - Keeps track of many problems and developments simultaneously.
  
  - Provides in-depth analysis of highly complex or specialized issues.
  - Guides the development of practical, long-term directions for policies, programs and services.
  - Switches from one type of problem to another quickly and easily, distinguishing between essential and non-essential details.
- EX 1-5**
- Uses analysis to further corporate goals.
  - Adds meaning to complex events and patterns of information by reducing phenomena to their fundamental concepts and basic objectives.
  - Extracts principles from diverse sources of information to provide a focus for the Department's activities.