Description of Group member’s work skill

|  |  |
| --- | --- |
| Function | Promoting well-being, alliances, knowledge |
| Relevance | Goal setting, adaptability, knowledge transformation |
| Target | Security  |
| Respondent | Recipient |
| Feature | 10 items in 5-point rating scale |
| Reliability | .863 |
| References | Tang, Kwong-leung, and Chau-kiu Cheung. 2008. *Evaluation of the Special Training and Enhancement Programme (My STEP) and District Employment Assistance Trial (DEAT)*. Hong Kong, China: Hong Kong Employment Development Service. |

Scoring of Group member’s work skill

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Response | Very poor | Poor | Fair | Good | Very good |
| Score for Items 1 –10 | 0 | 25 | 50 | 75 | 100 |

|  |  |
| --- | --- |
| Scale score: average of item scores | Action |
| 70-100 | Appreciation |
| 30-70 | Some concern for promotion |
| 0-30 | Great concern for promotion |