### Board Evaluation Form – Board

**Your name:** _____________________  
**Date:** __________________________

<table>
<thead>
<tr>
<th></th>
<th>5 Very Good</th>
<th>4 Good</th>
<th>3 Avg.</th>
<th>2 Fair</th>
<th>1 Poor</th>
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</thead>
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#### Evaluation Questions for the Board as a Whole:

1. **Does the Board have a full understanding of its responsibilities?**  
   ____  ____  ____  ____  ____

2. **Is the Board structure clear? (officers, committees, job descriptions)**  
   ____  ____  ____  ____  ____

3. **Has the Board established clear goals resulting from a relevant and realistic strategic planning process?**  
   ____  ____  ____  ____  ____

4. **Does the Board stay on the policy and planning level to guide the operational activities of the staff?**  
   ____  ____  ____  ____  ____

5. **Does the Board receive regular reports on financial issues, budgets, product and program performance and other important matters?**  
   ____  ____  ____  ____  ____

6. **Does the Board regularly monitor and evaluate the progress toward strategic goals and product and program performance?**  
   ____  ____  ____  ____  ____

7. **Does the Board effectively represent the insurance company to the membership?**  
   ____  ____  ____  ____  ____

8. **Does the Board effectively represent the insurance company to the community?**  
   ____  ____  ____  ____  ____

9. **Do Board meetings focus on important matters?**  
   ____  ____  ____  ____  ____

10. **Does the Board regularly evaluate and develop the CEO?**  
    ____  ____  ____  ____  ____

11. **Has the Board approved comprehensive personnel policies which have been reviewed by a qualified professional?**  
    ____  ____  ____  ____  ____

12. **Does each Board member feel involved and interested in the Board’s work?**  
    ____  ____  ____  ____  ____

13. **Are all necessary skills, stakeholders and diversity represented by the Board?**  
    ____  ____  ____  ____  ____

14. **Has the Board encouraged a team concept among director and management?**  
    ____  ____  ____  ____  ____

15. **Does a climate of mutual trust exist between the Board and the CEO?**  
    ____  ____  ____  ____  ____

16. **Does the Board accept and encourage expression of dissenting opinions?**  
    ____  ____  ____  ____  ____
Additional comments regarding the Board as a Whole:
Board Evaluation Form – Individual Board Members

Your name: _____________________
Date: __________________________
Name of Board Member being evaluated: ________________________________

Evaluation Questions for Individual Board Members:

Does the Board member:

1. Have a full understanding of the responsibilities of the Board? ____ __________  ____ __________  ____ __________  ____ __________  ____

2. Understand the organization’s mission and vision?  ____ __________  ____ __________  ____ __________  ____ __________  ____

3. Have an awareness of the products, services and pricing offered by the insurance company?  ____ __________  ____ __________  ____ __________  ____ __________  ____

4. Use the insurance company’s products and services?  ____ __________  ____ __________  ____ __________  ____ __________  ____

5. Carry out the duties of his office (Chair, Vice-Chair, Treasurer, Secretary) well and according to the job description?  ____ __________  ____ __________  ____ __________  ____ __________  ____

6. Keep in mind the interest of the members and leave pursuit of personal gains or personal agendas behind?  ____ __________  ____ __________  ____ __________  ____ __________  ____

7. Attend meetings regularly?  ____ __________  ____ __________  ____ __________  ____ __________  ____

8. Serve on Committees as needed?  ____ __________  ____ __________  ____ __________  ____ __________  ____

9. Read the Board packet prior to the meeting and ask questions of the CEO or Chairman prior to the meeting?  ____ __________  ____ __________  ____ __________  ____ __________  ____

10. Read periodicals concerning the financial services industry?  ____ __________  ____ __________  ____ __________  ____ __________  ____

11. Ask pertinent questions when at the Board Meeting?  ____ __________  ____ __________  ____ __________  ____ __________  ____

12. Ask clear questions at the Board Meeting?  ____ __________  ____ __________  ____ __________  ____ __________  ____

13. Remember the importance of using diplomatic language?  ____ __________  ____ __________  ____ __________  ____ __________  ____

14. Refrain from attempting to direct the work of staff members or management?  ____ __________  ____ __________  ____ __________  ____ __________  ____

15. Seem unafraid to ask tough questions?  ____ __________  ____ __________  ____ __________  ____ __________  ____

16. Persist in asking tough questions if he or she feels the question has not been answered in a satisfactory manner  ____ __________  ____ __________  ____ __________  ____ __________  ____

17. Remain up-front and clear about his or her concerns and intentions rather than using rumor, coercion and manipulation to attain results?  ____ __________  ____ __________  ____ __________  ____ __________  ____

18. Keeps ‘politics’ to a minimum?  ____ __________  ____ __________  ____ __________  ____ __________  ____

19. Attend conferences and conventions related to good business practices, financial institutions, and/or insurance companies?  ____ __________  ____ __________  ____ __________  ____ __________  ____

20. Occasionally bring new ideas to the meetings?  ____ __________  ____ __________  ____ __________  ____ __________  ____
Board Evaluation Form – Individual Board Members

Your name: _____________________
Date: __________________________
Name of Board Member being evaluated: _____________________

5     4    3     2    1
Very Good Avg. Fair Poor

Does the Board member:
21. Have high ethical standards?     _____ _____ _____ _____ _____
22. Appear supportive of management yet hold management to high standards?     _____ _____ _____ _____ _____
23. Maintain a cordial, professional and independent relationship with management?     _____ _____ _____ _____ _____
24. Avoid making decisions without adequate discussion and /or information?      _____ _____ _____ _____ _____
25. Realize the high level of responsibility they have in protecting the members’ assets?     _____ _____ _____ _____ _____

Additional Comments regarding Board member being evaluated: