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REVIEW OF MFA'S ORGANIZATIONAL STRUCTURE, STAFFING AND OPERATIONS

EGYPT FINANCIAL SERVICES
EFS TECHNICAL REPORT #72

March 15, 2006

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DATA PAGE

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Task: Task 1: Establish a Supporting Framework for the Real Estate Finance Industry

KRA: KRA 1.1 Strengthen MFA's Institutional Capacity to Supervise the Real Estate Finance Industry in Egypt

Activity: Activity 1.1.3 Review MFA organizational structuring, staffing and operations

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Table of Contents

Executive Summary	4
Competencies Definition	9
Overall Measurement Summary	14
Competencies Measurement Summary	14
Competencies Measurement Summary For Average Candidates.....	19
Competencies Measurement Summary For Promising Candidates	22
Competencies Measurement Summary For Potential Candidates	24
Vice Chairman Office	25
Technical Office	26
Planning and Follow Up	30
Central Department Financial & Administrative Affair:.....	33
Administrative & Personnel Affairs.....	37
Financial Affairs	55
Central Department – Real Estate Finance Affairs	71
Licenses & Registration	71
Central Administrative – Studies & Real Estate Finance Updating.....	76
Implementation plan of recommendations	82

Executive Summary

Within the framework of the Egypt Financial Services Project (EFS), WestGate was assigned to assist the Mortgage Finance Authority (MFA) to assess and measure MFA staff skills and capabilities in order to identify:

- Organizational units where each staff member is best placed according to the collective skills needed.
- Organizational units where there is a shortage in qualified staff according to the collective skills needed.
- Additional training needs to be provided to the existing staff to better fulfill their duties.
- Additional human resources needed to be hired by the MFA (if any) and possible sources.

The following table (table 1) presents the summary of the results of the staff skills and capabilities assessment:

Table 1

All Departments	No.	%
Overall Average	43	74%
Overall Promising	14	24%
Overall Potential	1	2%
Total	58	

- Based on the above mentioned results, WestGate has identified organizational units where each staff member is best suited for according to the collective skills needed. The following table (table 2) outlines the recommendations:

Table 2

Name	Overall Assessment	Current Department	Recommended Department
Eman Zakaria Hussein	Potential	Technical Office	Technical Office
Somaya Zaky Shahin	Promising	Planning and Follow Up	Industry affairs
Amal Wadee Samaan	Promising	Central department for research and reform of mortgage finance	Research and policy development
Hussein Gamal El din	Promising	Central Department Financial & Admin. Affairs	Internal management Affairs
Iman Mohamed Rashad	Promising	Central Department Financial & Admin. Affairs	Financial department
Mai kazem El Refaey	Promising	Administrative and personnel Affairs	HR department
Mohamed Abd	Promising	Administrative and personnel	Legal affairs

Allah Hassan		Affairs	
Ahmed Hussein El Shehaby	Promising	Administrative and personnel Affairs	Financial department
Zakarya Mohy El Asfar	Promising	Administrative and personnel Affairs	Consumer liaisons
Emthal Rafaat Zaky	Promising	Financial Affairs	Monitoring and enforcement
El Hussein Aly Rezk	Promising	Financial Affairs	Financial department
Eshta Mahrous Sayed	Promising	Financial Affairs	Financial department
Magda Abdel Mawla Mostafa	Promising	Licenses & Registration	Technical Office/Consumer affairs
Wael Mohamed Fawzy	Promising	Licenses & Registration	Licensing department

Name	Overall Assessment	Current Department	Recommended Department
Tag El Din Diab	Promising	Central Administration Studies & Real Estate Finance Updating	Research and policy development
Ghada Ahmed Rafaat	Average	Vice Chairman Office	HR department
Ghada Sayed Ahmed	Average	Technical Office	Technical Office
Rania Essam Mohamed	Average	Technical Office	Technical Office
Sheirin Seif El Nasr	Average	Technical Office	Licensing department
Amany Mohamed El Hossiny	Average	Planning and Follow Up	Monitoring and enforcement
Salwa Abel Kawy Abdallah	Average	Planning and Follow Up	Monitoring and enforcement
Wafaa Abdel Khalek Aly	Average	Central Department Financial & Admin. Affairs	Financial department
Ahmed Sloyaman Hekal	Average	Central Department Financial & Admin. Affairs	Financial department
Ezaat Abdel Aziz Mohamed	Average	Administrative and Personnel Affairs	HR department
Waleed Mohamed Mahmoud	Average	Administrative and Personnel Affairs	Financial department
Mohamed Fawzi Hassan	Average	Administrative and Personnel Affairs	HR department
Allaa Abdel Momiem Makhlouf	Average	Administrative and Personnel Affairs	Legal affairs
Mohamed Abel	Average	Administrative and Personnel	HR department

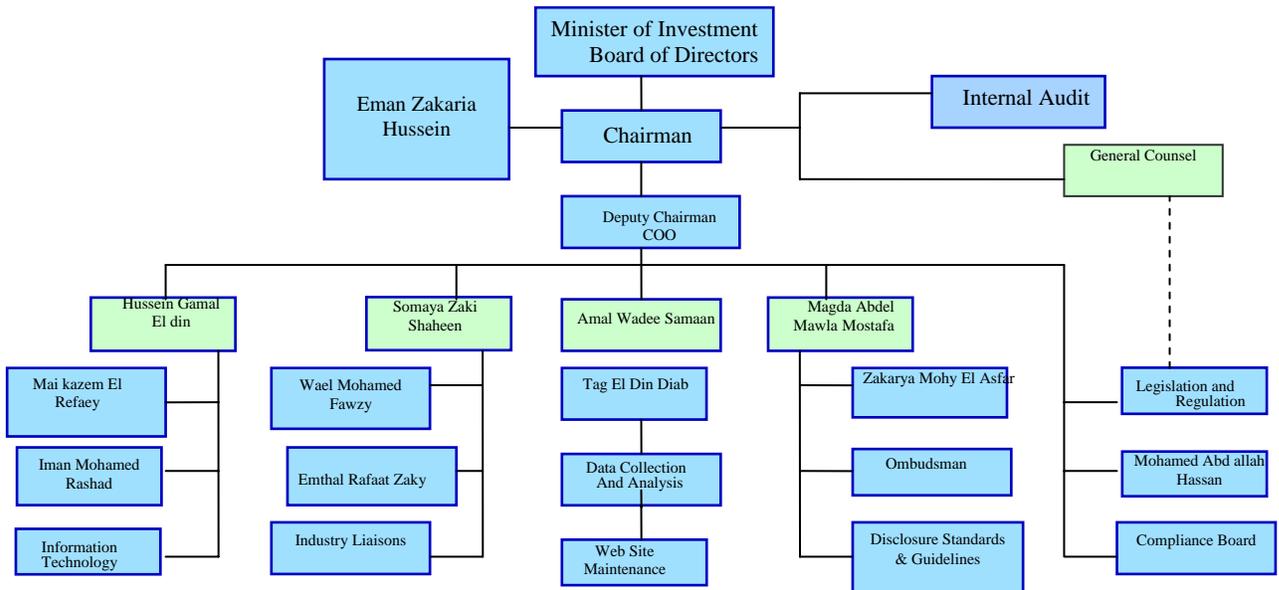
Wahab		Affairs	
Ashraf Tamer Erfan	Average	Administrative and Personnel Affairs	HR department
Hussein Abdel Hakim Hussein	Average	Administrative and Personnel Affairs	HR department
Etmad Dessouky Abd allah	Average	Administrative and Personnel Affairs	Financial department
Ahmed Ismail Zaki	Average	Administrative and Personnel Affairs	Administration
Waleed Mamdouh Abd El Karim	Average	Administrative and Personnel Affairs	Monitoring and enforcement
Marwa Mohamed Ahmed	Average	Administrative and Personnel Affairs	HR department
Ahmed Mohamed Mohsen	Average	Administrative and Personnel Affairs	HR department
Khaled Kamal Hamed	Average	Administrative and Personnel Affairs	HR department
Abdel Gaeed El Atrees	Average	Administrative and Personnel Affairs	HR department
Mohsen Mahmoud Ibrahim	Average	Financial Affairs	Financial department
Khaled Ibrahim Seyam	Average	Financial Affairs	Financial department
Mohamed Essam Mahmoud	Average	Financial Affairs	Financial department
Rasha El Sayed El Ezoumy	Average	Financial Affairs	Financial department
Omar Mohamed Ossman	Average	Financial Affairs	Financial department
Sabry Samir Abdel hay	Average	Financial Affairs	Financial department
Salama Mohamed Mohamed	Average	Financial Affairs	HR department
Imad Hassan Mehana	Average	Financial Affairs	Financial department
Helmy Ibrahim Ibrahim	Average	Financial Affairs	Financial department
Faras Farag Nasseif	Average	Financial Affairs	Financial department
Nahed Mohamed Abdel Motagaly	Average	Financial Affairs	Financial department
Alyaa Solyman Aly	Average	Financial Affairs	Financial department
Farag Nasseif Botros	Average	Financial Affairs	Financial department

Mohamed Abdel Meneim	Average	Licenses & Registration	Licensing department
Abdel Fatah Salah	Average	Licenses & Registration	Licensing department
Doaa Youssef Ramadan	Average	Licenses & Registration	Licensing department
Iman Mohamed Ragab	Average	Licenses & Registration	Licensing department
Heind Aly Mohamed	Average	Central Administration Studies & Real Estate Finance Updating	Licensing department
Fatma Ahmed Gaber	Average	Central Administration Studies & Real Estate Finance Updating	Consumer liaisons
Abeer Ahmed Hassanein	Average	Central Administration Studies & Real Estate Finance Updating	Licensing department
Hoda Ismail Abel Rahman	Average	Central Administration Studies & Real Estate Finance Updating	HR department

Based on the above-mentioned recommendations, the following observations are concluded:

- Some departments and organizational units in the new structure such as the financial, licensing, and human resources departments could be effectively staffed with the existing MFA employees. However, it should be noted that before the staffing task takes place, the majority of the employees would require training and capacity building as identified in each individual's assessment report.
- Some departments and organizational units in the new structure have a shortage in qualified staff based on the existing employees of the MFA. These departments and organizational units include :
 - Consumer affairs
 - Data collection and analysis
 - Web site maintenance
 - Ombudsman
 - Disclosure Standards and guidelines
 - Information technology
- Additional human resources are needed to be hired in departments and organizational units that could not be staffed according to the exiting resources of the MFA.

Accordingly, the following suggestion of staffing of existing MFA employees in the new structure reflects the assessment results where each staff member could be best placed according to the collective skills needed:



Evaluation Criteria:

Grading Classification	Grading Percentages
Potential	More than or equal to 85%
Promising	More than or equal to 70% and less than 85%
Average	More than or equal to 60% and less than 70%
Below Average	Less than 60%

- The evaluation mentioned here by classifies candidates into four main categories depending on their overall scoring based on the following dimensions:
 - (i) Personal Traits
 - (ii) Intelligence Quotient
 - (iii) Soft Skills

Competencies Definition

Competencies Definition for Senior Levels:

1- Competency: Communication Skills

- Practices active listening in communication with others
- Fosters two-way communication; is open with information
- Effectively uses both written and verbal skills to provide leadership, direction, briefing and feedback

2- Competency: Leadership

- Inspires a shared vision and sense of purpose
- Translates business vision into clear direction with specific priorities
- Assures alignment among other leaders and team members
- Earns willing followers
- Holds others accountable for their actions and results

3- Competency: Interpersonal Skills

- Demonstrates self-awareness; understands own impact on others
- Handles criticism and feedback in a constructive manner
- Gains cooperation from others to obtain information and accomplish goals

4- Competency: Co-worker Development

- Creates and sustains an environment in which co-workers can excel
- Selects team members who have the skill to do the job
- Sets clear and challenging expectations
- Motivates co-workers towards excellence through coaching and feedback
- Strengthens co-worker's confidence in their abilities

5- Competency: Decision-Making & Judgment

- Critically evaluates and uses appropriate data
- Considers the consequences of decisions
- Solicits alternative points of view
- Takes action on tough business and people situations

6- Competency: Business Literacy - 5 Questions

- Understands financial systems, how we make money
- Understands the technical aspects of branch operations
- Understands the tactics of commercial sales and how it adds value

7- Competency: Business Insight

- Identifies emerging opportunities in a rapidly changing, sometimes ambiguous environment
- Demonstrates organizational skills
- Develops and communicates ideas about the business

8- Competency: Teamwork

- Encourages collaboration of fellow employees to achieve results
- Encourages teamwork and collaboration rather than individual competition

9- Competency: Goals and Objectives

- Establishes performance criteria
- Expresses immediate department needs and issues
- Works toward achieving established goals and objectives
- Has a clear idea of our group's goals
- Achieve established goals

10- Competency: Problem Solving

- Able to develop solutions to problems
- Able to meet different needs in the solution of a problem
- Effective in solving difficult problems

11- Competency: Planning

- Able to identify the needs of the department before a major change
- Identifies what must be accomplished for successful completion of project
- Plans for future enhancements of the products or service

12- Competency: Innovative and Flexibility

- Looks for breakthrough business ideas and practices within and beyond the company; encourages others to do the same
- Looks for new ways of doing things
- Adapts to new procedures
- Learns from personal experiences and/or mistakes
- Willing to change ideas or perceptions based on new information or contrary evidence which is presented

13- Competency: Feedback

- Is not embarrassed to ask for an opinion.
- Accepts the feedback of others
- Takes the feedback as an opportunity for development

14- Competency: Action

- Displays high energy and enthusiasm on consistent basis
- Drives and mobilizes others progress toward goals
- Will do whatever it takes (within reason) to get the job done

15- Competency: Performance

- Effective in performing his/her job
- Works effectively in the department
- Meets expectation

16- Competency: Responsible

- Behavior is ethical and honest
- Backup his/her team

Competencies Definition for Middle and Entry Level

1- Competency: Communication Skills

- Practices active listening in communication with others
- Fosters two-way communication; is open with information
- Effectively uses both written and verbal skills to present position, and provide feedback

2- Competency: Personal Skills

- Ambition and energy
- Consistency, reliability, and predictability in handling situations
- Need for achievement and the drive to excel in relation to the organization's standards
- Level of personal agreeableness, cooperation, and trust in others
- Degree of internal locus of control
- Proactive
- Self-monitored and the able to adjust behavior to external, situational factors.

3- Competency: Interpersonal Skills

- Demonstrates self-awareness; understands own impact on others
- Handles criticism and feedback in a constructive manner
- Gains cooperation from others to obtain information and accomplish goals

4- Competency: Co-worker Development

- Preference for teamwork
- Ability to assume diverse sets of roles in different teams
- Acts as a mentor to new employees
- Capable of working with the direction of the team's specified goals

5- Competency: Decision-Making & Judgment

- Critically evaluates and uses appropriate data
- Considers the consequences of decisions
- Solicits alternative points of view

6- Competency: Business Literacy

- Understands financial systems, how we make money
- Understands the technical aspects of operations
- Understands the tactics of commercial sales and how it adds value

7- Competency: Business Insight

- Identifies emerging opportunities in a rapidly changing, sometimes ambiguous environment
- Demonstrates organizational skills
- Develops and communicates ideas about the business

8- Competency: Teamwork

- Encourages collaboration of fellow employees to achieve results
- Encourages teamwork and collaboration rather than individual competition
- Capable of contributing a variety of skills to the team

9- Competency: Goals and Objectives

- Establishes performance criteria
- Expresses immediate department needs and issues
- Works toward achieving established goals and objectives
- Has a clear idea of our group's goals
- Achieves established goals

10- Competency: Problem Solving

- Ability to develop solutions to problems
- Able to meet different needs in the solution of a problem
- Effective in solving difficult problems

11- Competency: Planning

- Able to identify the needs of the department before a major change
- Identifies what must be accomplished for successful completion of project
- Plans for future enhancements of the products or service

12- Competency: Innovative and Flexible

- Look for breakthrough business ideas and practices within and beyond the company; encourages others to do the same
- Looks for new ways of doing things
- Adapts to new procedures
- Learns from personal experiences and/or mistakes
- Willing to change ideas or perceptions based on new information or contrary evidence which is presented

13- Competency: Feedback

- Is not embarrassed to ask for an opinion
- Accepts the feedback of others
- Takes the feedback as an opportunity for development

14- Competency: Action

- Displays high energy and enthusiasm on consistent basis
- Drives and mobilizes others progress toward goals
- Will do whatever it takes (within reason) to get the job done

15- Competency: Performance

- Effective in performing his/her job
- Works effectively in the department
- Meets expectation

16- Competency: Responsible

- Behavior is ethical and honest
- Backup his/her team

Break down of I.Q. Competencies:

- The individual's capacity for attention and his/her visual-spatial abilities
- Ability to identify similarities and intensity of reasoning and conceptualization
- Capacity for numeric reasoning
- The individual's capacity for concentration
- Factual knowledge, comprehension and common sense

Break down of Personal Competencies:

- Ability to positively influence subordinates and clients
- Degree of employee's professionalism
- Degree of employee's firmness and decisiveness
- Ability to develop a climate of trust among subordinates
- To what extent is the employee restrained
- Rationality

- Persuasiveness
- Emotional
- Negotiator

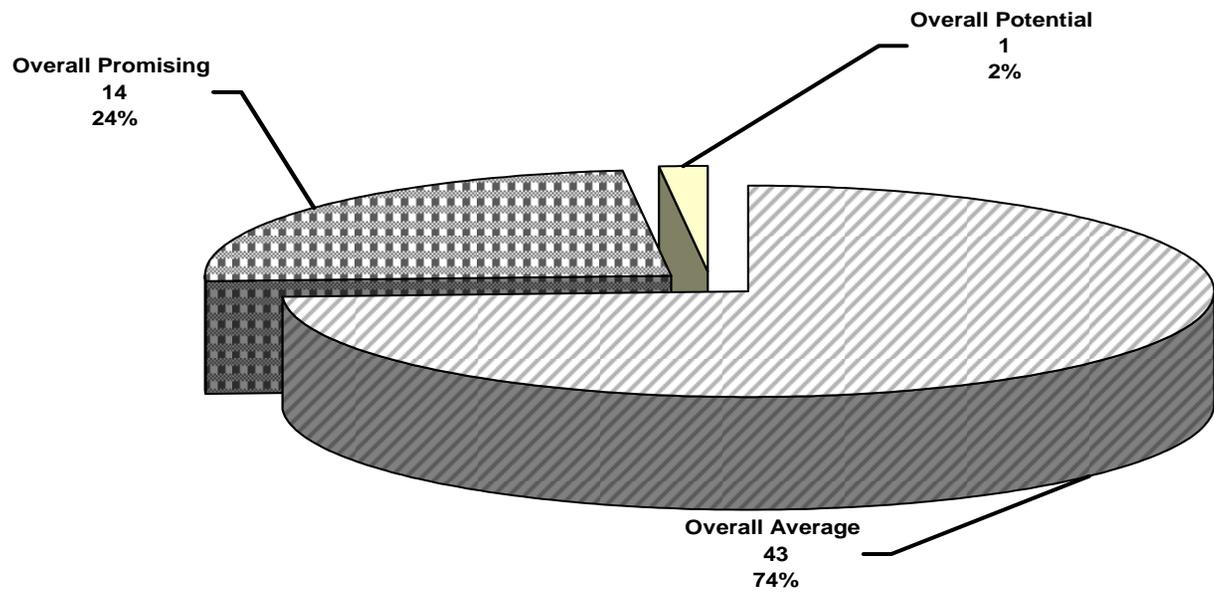
Overall Measurement Summary

Competencies Measurement Summary:

No.	Department	Name	Personal Traits	I.Q.	Soft Skills	Overall Average	Overall Assessment
1	Vice Chairman Office	Ghada Ahmed Rafaat	61%	62%	61%	61%	Average
2	Technical Office	Ghada Sayed Ahmed	64%	63%	64%	64%	Average
3	Technical Office	Rania Essam Mohamed	63%	61%	63%	63%	Average
4	Technical Office	Eman Zakaria Hussein	87%	90%	83%	87%	Potential
5	Technical Office	Sheirin Seif El Nasr	63%	62%	60%	62%	Average
6	Planning and Follow Up	Amany Mohamed El Hossiny	62%	60%	62%	61%	Average
7	Planning and Follow Up	Salwa Abel Kawy Abdallah	74%	68%	67%	70%	Average
8	Planning and Follow Up	Somaya Zaky Shahin	78%	73%	70%	74%	Promising
9	Central Department Financial & Admin. Affairs	Hussein Gamal El din	72%	70%	82%	75%	Promising
10	Central Department Financial & Admin. Affairs	Iman Mohamed Rashad	74%	71%	71%	72%	Promising
11	Central Department Financial & Admin. Affairs	Wafaa Abdel Khalek Aly	60%	60%	60%	60%	Average
12	Central Department Financial & Admin. Affairs	Ahmed Sloyaman Hekal	62%	61%	60%	61%	Average
13	Administrative and Personnel Affairs	Ezaat Abdel Aziz Mohamed	60%	64%	85%	70%	Average
14	Administrative and Personnel Affairs	Waleed Mohamed Mahmoud	58%	65%	60%	61%	Average
15	Administrative and Personnel Affairs	Mohamed Fawzi Hassan	64%	62%	60%	62%	Average
16	Administrative and Personnel Affairs	Allaa Abdel Momiem Makhoulouf	69%	77%	64%	70%	Average
17	Administrative and personnel Affairs	Mai Kazem El Refaey	72%	73%	70%	72%	Promising
18	Administrative and Personnel Affairs	Mohamed Abdel Wahab	64%	62%	63%	63%	Average
19	Administrative and personnel Affairs	Mohamed Abdallah Hassan	75%	73%	70%	73%	Promising
20	Administrative and personnel Affairs	Ahmed Hussein El Shehaby	78%	71%	70%	73%	Promising
21	Administrative and personnel Affairs	Zakarya Mohy El Asfar	74%	70%	70%	71%	Promising
22	Administrative and Personnel Affairs	Ashraf Tamer Erfan	64%	62%	64%	63%	Average
23	Administrative and Personnel Affairs	Hussein Abdel Hakim Hussein	60%	60%	60%	60%	Average

No.	Department	Name	Personal Traits	I.Q.	Soft Skills	Overall Average	Overall Assessment
24	Administrative and Personnel Affairs	Etmad Dessouky Abd allah	64%	62%	62%	63%	Average
25	Administrative and Personnel Affairs	Ahmed Ismail Zaki	61%	61%	60%	61%	Average
26	Administrative and Personnel Affairs	Waleed Mamdouh Abd El Karim	63%	72%	69%	68%	Average
27	Administrative and Personnel Affairs	Marwa Mohamed Ahmed	66%	63%	64%	64%	Average
28	Administrative and Personnel Affairs	Ahmed Mohamed Mohsen	62%	62%	60%	61%	Average
29	Administrative and Personnel Affairs	Khaled Kamal Hamed	64%	59%	60%	61%	Average
30	Administrative and Personnel Affairs	Abdel Gaeed El Atrees	61%	60%	61%	61%	Average
31	Financial Affairs	Mohsen Mahmoud Ibrahim	62%	61%	60%	61%	Average
32	Financial Affairs	Khaled Ibrahim Seyam	61%	60%	60%	60%	Average
33	Financial Affairs	Mohamed Essam Mahmoud	70%	66%	66%	67%	Average
34	Financial Affairs	Rasha El Sayed El Ezoumy	68%	64%	65%	66%	Average
35	Financial Affairs	Omar Mohamed Ossman	62%	59%	60%	60%	Average
36	Financial Affairs	Sabry Samir Abdel Hay	63%	60%	64%	62%	Average
37	Financial Affairs	Salama Mohamed Mohamed	62%	61%	60%	61%	Average
38	Financial Affairs	Imad Hassan Mehana	61%	60%	60%	60%	Average
39	Financial Affairs	Helmy Ibrahim Ibrahim	64%	61%	62%	62%	Average
40	Financial Affairs	Faras Farag Nasseif	65%	60%	61%	62%	Average
41	Financial Affairs	Emthal Rafaat Zaky	86%	76%	72%	78%	Promising
42	Financial Affairs	El Hussein Aly Rezk	73%	72%	70%	72%	Promising
43	Financial Affairs	Nahed Mohamed Abdel Motagaly	62%	61%	60%	61%	Average
44	Financial Affairs	Alyaa Solyman Aly	61%	60%	60%	60%	Average
45	Financial Affairs	Farag Nasseif Botros	65%	60%	60%	62%	Average
46	Financial Affairs	Eshta Mahrous Sayed	78%	81%	75%	78%	Promising
	Central Department Real Estate Finance Affairs						
47	Licenses & Registration	Magda Abdel Mawla Mostafa	75%	69%	69%	71%	Promising
48	Licenses & Registration	Mohamed Abdel Meneim	62%	61%	60%	61%	Average

No.	Department	Name	Personal Traits	I.Q.	Soft Skills	Overall Average	Overall Assessment
49	Licenses & Registration	Abdel Fatah Salah	65%	63%	64%	64%	Average
50	Licenses & Registration	Wael Mohamed Fawzy	75%	73%	70%	73%	Promising
51	Licenses & Registration	Doaa Youssef Ramadan	64%	62%	62%	63%	Average
52	Licenses & Registration	Iman Mohamed Ragab	62%	62%	60%	61%	Average
53	Central Administration Studies & Real Estate Finance Updating	Amal Wadee Samaan	80%	81%	81%	81%	Promising
54	Central Administration Studies & Real Estate Finance Updating	Heind Aly Mohamed	62%	60%	60%	61%	Average
55	Central Administration Studies & Real Estate Finance Updating	Fatma Ahmed Gaber	66%	61%	62%	63%	Average
56	Central Administration Studies & Real Estate Finance Updating	Abeer Ahmed Hassanein	62%	61%	61%	61%	Average
57	Central Administration Studies & Real Estate Finance Updating	Hoda Ismail Abel Rahman	62%	61%	60%	61%	Average
58	Central Administration Studies & Real Estate Finance Updating	Tag El Din Diab	78%	74%	70%	74%	Promising



Overall Measurement Summary:

All Departments	No.	%
Overall Average	43	74%
Overall Promising	14	24%
Overall Potential	1	2%
Total	58	100%

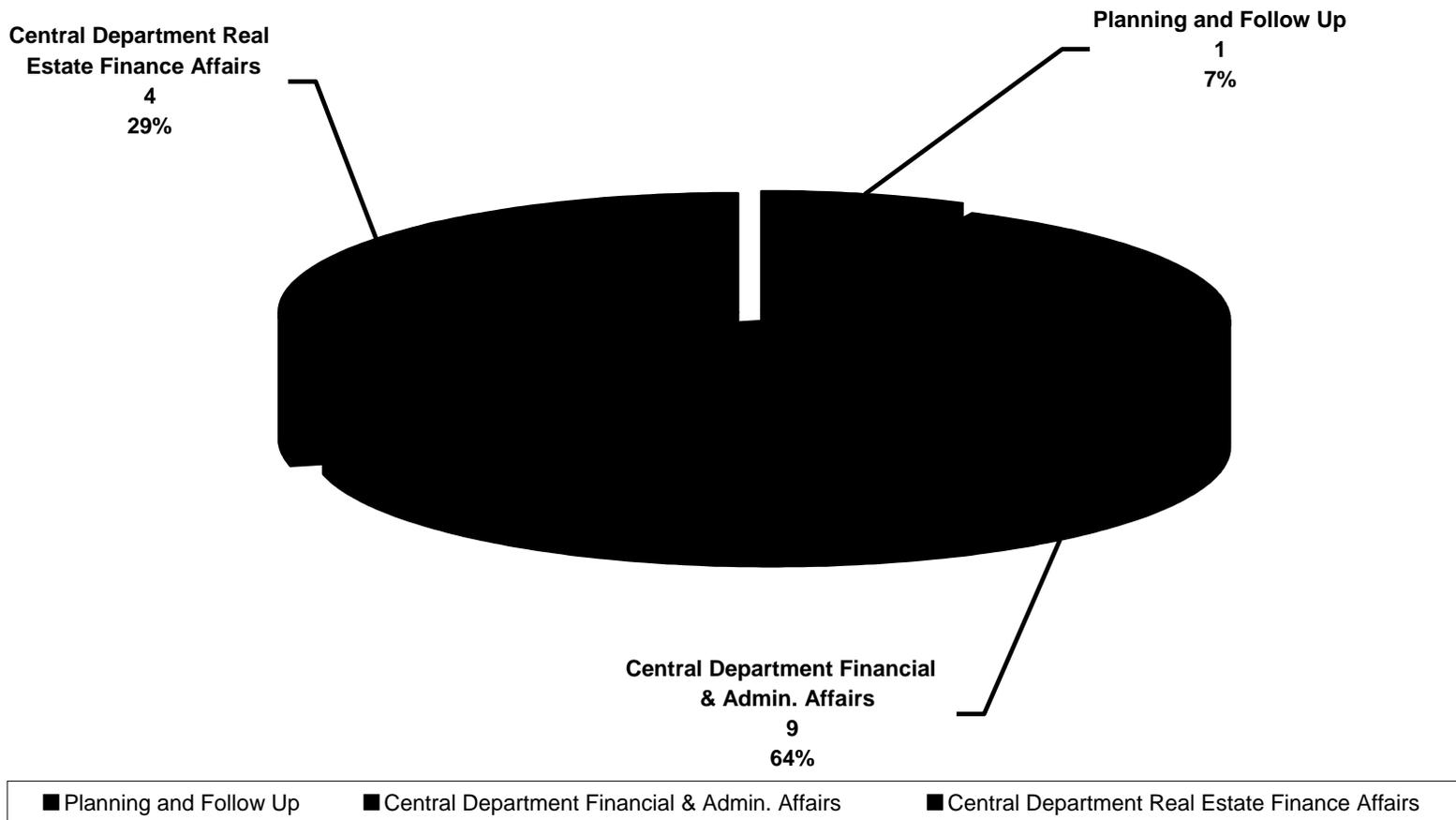
Department / Promising	No	%
Planning and Follow Up	1	7%
Central Department Financial & Admin. Affairs	9	64%
Central Department Real Estate Finance Affairs	4	29%
Total	14	24%

Department / Average	No	%
Vice Chairman Office	1	2%
Technical Office	3	7%
Planning and Follow Up	2	5%
Central Department Financial & Admin. Affairs	29	67%
Central Administration Studies & Real Estate Finance Updating	8	19%
Total	43	74%

Competencies Measurement Summary for Average Candidates:

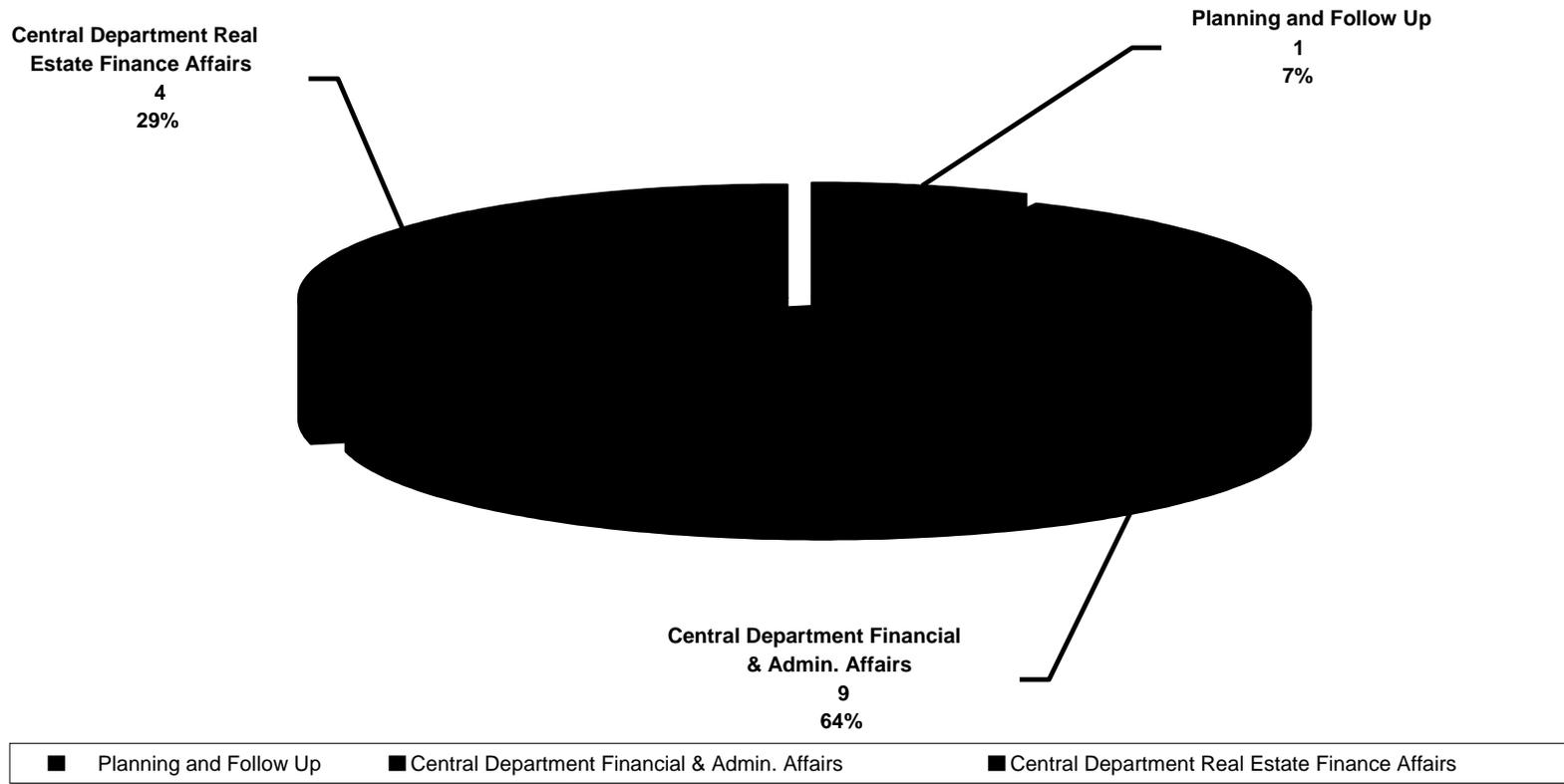
No.	Department	Name	Personal Traits	I.Q.	Soft Skills	Overall Average	Overall Assessment
1	Vice Chairman Office	Ghada Ahmed Rafaat	61%	62%	61%	61%	Average
2	Technical Office	Ghada Sayed Ahmed	64%	63%	64%	64%	Average
3	Technical Office	Rania Essam Mohamed	63%	61%	63%	63%	Average
4	Technical Office	Sheirin Seif El Nasr	63%	62%	60%	62%	Average
5	Planning and Follow Up	Amany Mohamed El Hossiny	62%	60%	62%	61%	Average
6	Planning and Follow Up	Salwa Abel Kawy Abdallah	74%	68%	67%	70%	Average
7	Central Department Financial & Admin. Affairs	Wafaa Abdel Khalek Aly	60%	60%	60%	60%	Average
8	Central Department Financial & Admin. Affairs	Ahmed Sloyaman Hekal	62%	61%	60%	61%	Average
9	Administrative and Personnel Affairs	Ezaat Abdel Aziz Mohamed	60%	64%	85%	70%	Average
10	Administrative and Personnel Affairs	Waleed Mohamed Mahmoud	58%	65%	60%	61%	Average
11	Administrative and Personnel Affairs	Mohamed fawzi Hassan	64%	62%	60%	62%	Average
12	Administrative and Personnel Affairs	Allaa Abdel Momiem Makhlouf	69%	77%	64%	70%	Average
13	Administrative and Personnel Affairs	Mohamed Abel Wahab	64%	62%	63%	63%	Average
14	Administrative and Personnel Affairs	Ashraf Tamer Erfan	64%	62%	64%	63%	Average
15	Administrative and Personnel Affairs	Hussein Abdel Hakim Hussein	60%	60%	60%	60%	Average
16	Administrative and Personnel Affairs	Etmad Dessouky Abd allah	64%	62%	62%	63%	Average
17	Administrative and Personnel Affairs	Ahmed Ismail Zaki	61%	61%	60%	61%	Average
18	Administrative and Personnel Affairs	Waleed Mamdouh Abd El Karim	63%	72%	69%	68%	Average
19	Administrative and Personnel Affairs	Marwa Mohamed Ahmed	66%	63%	64%	64%	Average
20	Administrative and Personnel Affairs	Ahmed Mohamed Mohsen	62%	62%	60%	61%	Average
21	Administrative and Personnel Affairs	Khaled kamal Hamed	64%	59%	60%	61%	Average
22	Administrative and Personnel Affairs	Abdel Gaeed El Atrees	61%	60%	61%	61%	Average
23	Financial Affairs	Mohsen Mahmoud Ibrahim	62%	61%	60%	61%	Average
24	Financial Affairs	Khaled Ibrahim Seyam	61%	60%	60%	60%	Average
25	Financial Affairs	Mohamed Essam Mahmoud	70%	66%	66%	67%	Average
26	Financial Affairs	Rasha El Sayed El Ezoumy	68%	64%	65%	66%	Average
27	Financial Affairs	Omar Mohamed Ossman	62%	59%	60%	60%	Average
28	Financial Affairs	Sabry Samir Abdel hay	63%	60%	64%	62%	Average
29	Financial Affairs	Salama Mohamed Mohamed	62%	61%	60%	61%	Average

No.	Department	Name	Personal Traits	I.Q.	Soft Skills	Overall Average	Overall Assessment
30	Financial Affairs	Imad Hassan Mehana	61%	60%	60%	60%	Average
31	Financial Affairs	Helmy Ibrahim Ibrahim	64%	61%	62%	62%	Average
32	Financial Affairs	Faras Farag Nasseif	65%	60%	61%	62%	Average
33	Financial Affairs	Nahed Mohamed Abdel Motagaly	62%	61%	60%	61%	Average
34	Financial Affairs	Alyaa Solyman Aly	61%	60%	60%	60%	Average
35	Financial Affairs	Farag Nasseif Botros	65%	60%	60%	62%	Average
36	Licenses & Registration	Mohamed Abdel Meneim	62%	61%	60%	61%	Average
37	Licenses & Registration	Abdel Fatah Salah	65%	63%	64%	64%	Average
38	Licenses & Registration	Doaa Youssef Ramadan	64%	62%	62%	63%	Average
39	Licenses & Registration	Iman Mohamed Ragab	62%	62%	60%	61%	Average
40	Central Administration Studies & Real Estate Finance Updating	Heind Aly Mohamed	62%	60%	60%	61%	Average
41	Central Administration Studies & Real Estate Finance Updating	Fatma Ahmed Gaber	66%	61%	62%	63%	Average
42	Central Administration Studies & Real Estate Finance Updating	Abeer Ahmed Hassanein	62%	61%	61%	61%	Average
43	Central Administration Studies & Real Estate Finance Updating	Hoda Ismail Abel Rahman	62%	61%	60%	61%	Average



Competencies Measurement Summary for Promising Candidates:

No.	Department	Name	Personal Traits	I.Q.	Soft Skills	Overall Average	Overall Assessment
1	Planning and Follow Up	Somaya Zaky Shahin	78%	73%	70%	74%	Promising
2	Central Department Financial & Admin. Affairs	Hussein Gamal El din	72%	70%	82%	75%	Promising
3	Central Department Financial & Admin. Affairs	Iman Mohamed Rashad	74%	71%	71%	72%	Promising
4	Administrative and personnel Affairs	Mai kazem El Refaey	72%	73%	70%	72%	Promising
5	Administrative and personnel Affairs	Mohamed Abd allah Hassan	75%	73%	70%	73%	Promising
6	Administrative and personnel Affairs	Ahmed Hussein El Shehaby	78%	71%	70%	73%	Promising
7	Administrative and personnel Affairs	Zakarya Mohy El Asfar	74%	70%	70%	71%	Promising
8	Financial Affairs	Emthal Rafaat Zaky	86%	76%	72%	78%	Promising
9	Financial Affairs	El Hussein Aly Rezk	73%	72%	70%	72%	Promising
10	Financial Affairs	Eshta Mahrous Sayed	78%	81%	75%	78%	Promising
11	Licenses & Registration	Magda Abdel Mawla Mostafa	75%	69%	69%	71%	Promising
12	Licenses & Registration	Wael Mohamed Fawzy	75%	73%	70%	73%	Promising
13	Central Administration Studies & Real Estate Finance Updating	Amal Wadee Samaan	80%	81%	81%	81%	Promising
14	Central Administration Studies & Real Estate Finance Updating	Tag El Din Diab	78%	74%	70%	74%	Promising



Competencies Measurement Summary for Potential Candidates:

	Department	Name	Personal Traits	I.Q.	Soft Skills	Overall Average	Overall Assessment
1	Technical Office	Eman Zakaria Hussein	87%	90%	83%	87%	Potential

Vice Chairman's Office:

Name: Ghada Ahmed RAFAAT	
Department: Vice Chairman's Office	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Average

Soft skills	Average	61%
I.Q.	Average	62%

Major Strengths:

- Calm
- Disciplined
- Effective computer skills

Major Weaknesses:

- Shy.
- Lacks the ability to formulate a clear and concise message.

Best Suited (Career Path):

- Personnel

Development Required:

- Communication skills
- Personal Skills
- Decision making and problem solving

Comments

- Not a front liner.

Technical Office:

Name: Rania Essam MOHAMED	
Department: Technical Office	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Good
Action	Good
Feedback	Very Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Good
Business Literacy	Weak
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	63%
I.Q.	Average	61%

Major Strengths:

Dedicated
 Provides effective feedback
 Effective team player

Major Weaknesses:

Lacks general work knowledge
 Does not have an eye for details

Best Suited (Career Path):

Technical office

Development Required:

Planning
 Decision making and problem solving
 Leadership skills

Comments:

Has good organizational skills
 Should perform a regular work that has limited creativity.

Name: Ghada Sayed AHMED	
Department: Technical Office	
Competencies	Evaluation
Communication	Very Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Good
Problem Solving	Very Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Good
Business Literacy	Weak
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Good
Computer	Good
English Language	Very Good
Overall Assessment	Average

Soft skills	Average	64%
I.Q.	Average	63%

Major Strengths:

- Provides effective feedback
- Creative
- Effective organizational skills
- Effective team player

Major Weaknesses:

- Lacks general work knowledge
- Planning

Best Suited (Career Path):

- Technical office

Development Required:

- Planning
- Decision making and problem solving

Comments:

- Needs to be stimulated to support ideas.
- Needs to be more aggressive to support stands.

Name: Shereen Seif EI NASER	
Department: Technical Office	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	63%
I.Q.	Average	62%

Major Strengths:

Disciplined
Calm

Major Weaknesses:

Communication with peers
Shy.
Lacks the ability to formulate a clear and concise message.
A follower.

Best Suited (Career Path):

Licenses and registration

Development Required:

Personal Skills
Decision making and problem solving
Communication skills

Comments:

Needs to be concise and precise in formulating her messages and questions
Needs to be more aggressive to support stands.
Can take back seats.

Name: Iman Zakaria HUSSIEN	
Department: Technical Office	
Competencies	Evaluation
Communication	Excellent
Responsible	Excellent
Performance	Excellent
Action	Excellent
Feedback	Excellent
Innovative and Flexibility	very good
Planning	very good
Problem Solving	very good
Goals & Objectives Identification	Excellent
Team Work	Excellent
Work Vision	Excellent
Business Literacy	Excellent
Decision-Making& Judgment	very good
Co-worker Development	Excellent
Interpersonal Skills	very good
Organizational Capacity	very good
Monitoring & Evaluation Capacity	very good
Personal Skills	very good
Computer	Good
English Language	Good
Overall Assessment	Potential

Soft skills	Potential	83%
I.Q.	Potential	90%

Major Strengths:

- Effective team player
- Has work vision
- Has in-depth work field insight
- Self confident
- Creative

Major Weaknesses:

- Could jump to conclusions

Best Suited (Career Path):

- Technical office

Development Required:

- Advanced planning
- Advanced monitoring and evaluation

Comments:

- Could be assigned more responsibilities

Planning and Follow Up:

Name: Salwa Abdel Kawy ABDALLAH	
Department: planning & Follow-up	
Competencies	Evaluation
Communication	Very Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making& Judgment	Very Good
Co-worker Development	Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Average

Soft skills	Average	74%
I.Q.	Average	69%

Major Strengths:

- Effective communicator
- Calm
- Disciplined

Major Weaknesses:

- Not effective team player
- Lacks professional ambition

Best Suited (Career Path):

- Planning and monitoring

Development Required:

- Performance management
- Personal Skills
- Planning

Comments:

- Needs to be continuously encouraged.
- Needs to be more aggressive to support stands.

Name: Amany Mohamed EL HOSSANY	
Department: planning & Follow-up	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Very Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	60%

Major Strengths:

Calm
Disciplined

Major Weaknesses:

Shy
Lacks analytical skills
Neutral

Best Suited (Career Path):

Planning and monitoring

Development Required:

Communication skills
Decision making and problem solving
Personal Skills
Performance management

Comments:

Not a front liner
Her English language and computer skills could be utilized more effectively

Name: Somaya Zaki SHAHEEN	
Department: Planning & Follow-up	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making & Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Very Good
English Language	Good
Overall Assessment	Promising

Soft skills	Promising	78%
I.Q.	Promising	73%

Major Strengths:

- Dedicated
- Performance oriented
- Flexible
- Has work field insight
- Could be seen as a leader

Major Weaknesses:

- Limited present ability
- Not highly effective
- Communicator

Best Suited (Career Path):

- Planning and monitoring

Development Required:

- Advanced monitoring and evaluation skills
- Communication skills

Comments:

- Should be given more room for innovation
- Could be assigned more responsibilities

Central Department Financial & Administrative Affairs:

Name: Eman Mohamed RASHAD	
Department: Central Department - Financial & Administrative Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making & Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Promising

Soft skills	Promising	74%
I.Q.	Promising	71%

Major Strengths:

- Dedicated
- Flexible
- Has work field insight
- Creative
- Effective planner

Major Weaknesses:

- Ineffective communicator
- Talkative

Best Suited (Career Path):

Finance

Development Required:

Communication skills

Comments:

Needs more room for innovation
 Could be assigned more responsibilities

Name: Wafaa Abdel Khalek ALY	
Department: Central Department - Financial & Administrative Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	60%
I.Q.	Average	60%

Major Strengths:

Calm
Disciplined

Major Weaknesses:

Limited work knowledge
Shy
Lacks work vision

Best Suited (Career Path):

Finance

Development Required:

Communication skills
Personal Skills
Decision making

Comments:

Should be supervised closely

Name: Ahmed Soliman HEKAL	
Department: Central Department - Financial & Administrative Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	61%

Major Strengths:

Disciplined
Calm

Major Weaknesses:

Lacks ambition
Ineffective communicator

Best Suited (Career Path):

Finance

Development Required:

Communication skills
Personal Skills
Decision making
Public finance

Comments:

Not a front liner

Name: Hussein Gamal El Deen ZAGLOL	
Department: Central Department - Financial & Administrative Affairs	
Competencies	Evaluation
Communication	Very good
Responsible	Very good
Performance	Very good
Action	Very good
Feedback	Good
Innovative and Flexibility	Good
Planning	Very good
Problem Solving	Very good
Goals & Objectives Identification	Very good
Team Work	Very good
Work Vision	Very good
Business Literacy	Very good
Decision-Making& Judgment	Very good
Co-worker Development	Very good
Interpersonal Skills	Good
Organizational Capacity	Very good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Promising

Soft skills	Promising	82%
I.Q.	Promising	70%

Major Strengths:

- Calm
- Self contained
- Performance oriented

Major Weaknesses:

- Passive and sometimes neutral.
- A follower.

Best Suited (Career Path):

- Finance and administration

Development Required:

- Communication skills
- Personal Skills
- Public financial management
- Organizational skills

Comments:

- Needs to be stimulated to support ideas.
- Needs to be more aggressive to support stands.

Administrative & Personnel Affairs:

Name: Ezzat Abdel Aziz MOHAMED	
Department: Central Department - Administrative & Personal Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	85%
I.Q.	Average	64%

Major Strengths:

Dedicated
Has updated day to day work insight

Major Weaknesses:

Inflexible
Lacks creativity
Could hold subjective judgment
Ineffective team player

Best Suited (Career Path):

Personnel

Development Required:

Communication skills
Personal Skills
Decision making
Interpersonal skills
Team Building

Comments

Could turn hostile if an opposite opinion other than his is adopted

Name: Waleed Mohamed MAHMOUD

Department: Central Department- Administrative & Personal Affairs

Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Weak
English Language	Weak
Overall Assessment	Average

Soft skills	Average	58%
I.Q.	Average	65%

Major Strengths:

Good presenter
Dedicated

Major Weaknesses:

Lacks professional ambition
Tendency for red tape
Inflexible

Best Suited (Career Path):

Finance

Development Required:

Personal Skills
Performance management
Decision making and problem solving
Public finance

Comments:

Should perform a regular work that has limited creativity.

Name: Abd El Gaeed EL ATREES	
Department: Central Department- Administrative Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Good
Action	Very Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Very Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Weak
Overall Assessment	Average

Soft skills	Average	61%
I.Q.	Average	60%

Major Strengths:

- Disciplined.
- Dedicated.

Major Weaknesses:

- Lacks vision
- Lacks the ability to formulate a clear and concise message.

Best Suited (Career Path):

- Personnel

Development Required:

- Communications skills
- Planning
- Computer skills
- English language

Comments:

- Should communicate more effectively with the team.
- Should perform a regular work that has no creativity.

Name: Khaled Kamal HAMED	
Department: Central Department- Administrative Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Very Good
Action	Good
Feedback	Weak
Innovative and Flexibility	Weak
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Weak
Overall Assessment	Average

Soft skills	Average	64%
I.Q.	Average	59%

Major Strengths:

Disciplined.
Dedicated.

Major Weaknesses:

Ineffective feedback
Lacks creativity

Best Suited (Career Path):

Personnel

Development Required:

Communication skills
Decision making and problem solving
English language

Comments:

Should communicate more effectively with the team.
Should perform a regular work that has limited+creativity.

Name: Ahmed Mohamed MOHSEN
Department: Central Department- Administrative Affairs

Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Weak
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	62%

Major Strengths:

Good presenter
 Calm

Major Weaknesses:

Lacks work vision
 Work efficiency

Best Suited (Career Path):

Personnel

Development Required:

Planning
 Personal Skills

Comments:

Should be given a room for innovations.
 Should be encouraged often.

Name : Marwa Mohamed AHMED

Department : Central Department - Administrative Affairs

Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Very Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Very Good
Computer	Very Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	66%
I.Q.	Average	63%

Major Strengths:

Calm
Disciplined
Identifies specific and realistic objectives
Dedicated

Major Weaknesses:

Shy
Communication with peers

Best Suited (Career Path):

Personnel

Development Required:

Communication skills
Creative problem solving
Leadership skills

Comments:

Needs to be concise and precise in formulating her messages and questions
Needs to be more aggressive to support stands.

Name: Waleed Mamdouh ABDEL KERIM	
Department: Central Department- Administrative Affairs	
Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making& Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	63%
I.Q.	Average	72%

Major Strengths:

- Self-confident.
- Sociable.
- Has a high sense of humor.
- Fast learner.
- Ambitious.

Major Weaknesses:

- Suggests ideas but does not support them.
- Not focused.
- Can easily get off-track.

Best Suited (Career Path):

- Planning and monitoring

Development Required:

- Monitoring and evaluation
- Planning
- Decision making and problem solving

Comments:

- Not action oriented

Name: Ahmed Esmail ZAKI	
Department: Central Department - Administrative Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	61%
I.Q.	Average	61%

Major Strengths:

Calm
Self contained

Major Weaknesses:

Shy
Lacks creativity

Best Suited (Career Path):

Administration

Development Required:

Communication skills
Personal Skills
Decision making
Organizational skills

Comments:

Should perform tasks with limited creativity

Name: Zakaria Mohy EL ASFAR
 Department: Central Dept. - Personnel Affairs

Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Very Good
Problem Solving	Good
Goals & Objectives Identification	Very Good
Team Work	Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Promising

Soft skills	Promising	74%
I.Q.	Promising	70%

Major Strengths:

Hard worker.
 Disciplined.
 Dedicated.
 Enthusiastic.
 Takes the lead when given chances.

Major Weaknesses:

Can support unrealistic and impractical opinions.
 Tendencies to provide general comments.

Best Suited (Career Path):

Licenses and registration.

Development Required:

Planning.
 Computer Skills.
 English Language.

Comments:

Should be given a room for innovations.
 Needs to be more aggressive to support stands.

Name: Mohamed Fawzy HASSAN	
Department: Central Dept. - Personnel Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Weak
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Very Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Weak
Business Literacy	Good
Decision-Making& Judgment	Very Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Weak
Computer	Weak
English Language	Weak
Overall Assessment	Average

Soft skills	Average	64%
I.Q.	Average	62%

Major Strengths:

- Effective Team player.
- Provides Objective judgment.

Major Weaknesses:

- Vague in describing situations.
- Does not have an eye for details.
- Not focused.

Best Suited (Career Path):

- Personnel.

Development Required:

- Communication Skills.
- Planning.
- Computer Skills.
- English language.

Comments:

- Needs to understand others and to listen to them carefully.
- Should communicate more effectively with the team.

Name: Mohamed Abd EL WAHAB	
Department: Central Department - Personnel Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Very Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Weak
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Weak
Computer	Very Good
English Language	Very Good
Overall Assessment	Average

Soft skills	Average	64%
I.Q.	Average	62%

Major Strengths:

Dedicated
Provides effective feedback

Major Weaknesses:

Follower
Interpersonal skills

Best Suited (Career Path):

Personnel

Development Required:

Communication skills
Personal Skills

Comments:

Needs intensive developments to the interpersonal skills

Name : Mohamed Abd Allah HASSAN	
Department : Central Department - Personnel Affairs	
Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making& Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Good
English Language	Good
Overall Assessment	Promising

Soft skills	Promising	75%
I.Q.	Promising	73%

Major Strengths:

- Solid work vision
- Effective communicator
- Effective tea player
- Flexible
- Creative

Major Weaknesses:

- Easily convinced.
- Tendencies to provide general comments.

Best Suited (Career Path):

- Legal Department

Development Required:

- Personal Skills
- Organizational skills

Comments:

- Should be given a room for innovations.
- Should be encouraged often.

Name : Ahmed Hussien EL SHEHABY
 Department : Central Department - Personnel Affairs

Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making& Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Promising

Soft skills	Promising	78%
I.Q.	Promising	71%

Major Strengths:

Effective communicator
 Self-confident.
 Sociable.
 Has a high sense of humor.
 Fast learner.

Major Weaknesses:

Can easily get off-track.
 Individualistic character.

Best Suited(Career Path):

Finance

Development Required:

Decision making and problem solving
 Team building
 Public finance

Comments:

Should be contained occasionally.
 Needs to be continuously encouraged.
 Should be given a room for innovations.

Name: Alaa Abdel Moniem MAKHLOUF	
Department: Central Department - Personnel Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	69%
I.Q.	Average	77%

Major Strengths:

Good presenter
Analytical
Creative

Major Weaknesses:

Difficult to be contained by others.
Find difficulties in understanding clear messages.

Best Suited (Career Path):

Personnel
Legal department

Development Required:

Communication skills
Personal Skills

Comments:

Needs to be stimulated to support ideas.
Should be given a room for innovations.

Name: Mai Kasem EL REFAAY	
Department: Central Department- Personnel Affairs	
Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making& Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Promising

Soft skills	Promising	72%
I.Q.	Promising	73%

Major Strengths:

- Confident
- Calm
- Disciplined
- Dedicated

Major Weaknesses:

- Lacks analytical skills
- Can support unrealistic and impractical opinions.
- Passive and sometimes neutral.

Best Suited (Career Path):

- Personnel

Development Required:

- Decision making and problem solving
- Performance management
- Personal Skills

Comments:

- Needs to be continuously encouraged.
- Should be given a room for innovations.

Name: Ashraf Tamer ERFAN	
Department: Central Department- Personnel Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	64%
I.Q.	Average	62%

Major Strengths:

Has in depth work knowledge
 Has work vision
 Creative
 Flexible

Major Weaknesses:

Shy
 Not action-oriented

Best Suited (Career Path):

Personnel

Development Required:

Communication skills
 Decision making

Comments:

Needs to be continuously encouraged.
 Needs to be stimulated to support ideas.

Name: Hussien Abdel Hakim HUSSIEN	
Department: Central Department- Personnel Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	60%
I.Q.	Average	60%

Major Strengths:

Calm
Disciplined

Major Weaknesses:

Lacks flexibility
Lacks creativity

Best Suited (Career Path):

Personnel

Development Required:

Communication skills
Personal Skills
Decision making and problem solving
Planning

Comments:

Needs to be more aggressive to support stands.
Should perform a regular work that has limited creativity.

Name: Etmad Desoky ABDALLAH	
Department: Central Department - Personnel Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Very Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	64%
I.Q.	Average	62%

Major Strengths:

- Has work field insight
- Dedicated
- Action oriented

Major Weaknesses:

- Ineffective communicator
- Tendency towards red tape
- Passive and sometimes neutral.

Best Suited (Career Path):

- Finance

Development Required:

- Communication skills
- Personal Skills

Comments:

- Can take back seat

Financial Affairs:

Name: Rasha El Sayeed EL EZOUNY	
Department: Central Department- Financial Affairs	
Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Good
Business Literacy	Weak
Decision-Making& Judgment	Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	68%
I.Q.	Average	64%

Major Strengths:

Calm
Dedicated
Team player
Flexible

Major Weaknesses:

Lacks organizational capacity
Follower

Best Suited (Career Path):

Finance

Development Required:

Leadership skills
Decision making and problem solving
Public finance

Comments:

Should be given a room for innovations.
Needs to be stimulated to support ideas.

Name: Omar Mohamed OSMAN	
Department: Central Department - Financial Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	59%

Major Strengths:

Calm
Disciplined

Major Weaknesses:

Neutral
Shy

Best Suited (Career Path):

Finance

Development Required:

Communication skills
Personal Skills
Decision making
Creative problem solving
Public finance

Comments:

Needs to be stimulated to support ideas.

Name: Sabry Samir ABDEL HAY	
Department: Central Department - Financial Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Good
Problem Solving	Very Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	63%
I.Q.	Average	60%

Major Strengths:

Dedicated
 Action oriented
 Trouble shooter
 Good team player
 Presentable

Major Weaknesses:

Follower
 Shy

Best Suited (Career Path):

Finance

Development Required:

Planning
 Personal Skills
 Decision making
 Communication skills
 Public finance

Comments:

Requires interpersonal skills
 Should communicate more effectively with the team.

Name: Salama Mohamed MOHAMED
Department: Central Department - Financial Affairs

Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Weak
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Weak
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	61%

Major Strengths:

Disciplined
Calm

Major Weaknesses:

Has problems in understanding clear messages
Lacks work field insight

Best Suited (Career Path):

Personnel

Development Required:

Communication skills
Personal Skills
Decision making and problem solving

Comments:

His English language and computer skills could be utilized more effectively

Name: Emad Hassan MEHANA	
Department: Central Department - Financial Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Very Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Weak
Business Literacy	Weak
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	61%
I.Q.	Average	60%

Major Strengths:

Creative
Flexible

Major Weaknesses:

Lacks vision
Lacks work field insight

Best Suited (Career Path):

Finance

Development Required:

Communication skills
Personal Skills
Decision making
Public finance

Comments:

Should be given a room for innovations.
Needs to be stimulated to support ideas.

Name: Helmy Ibrahim IBRAHIM	
Department: Central Department - Financial Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	64%
I.Q.	Average	61%

Major Strengths:

Provides effective feedback
 Good listener
 Action oriented
 Dedicated

Major Weaknesses:

Shy
 Tendency for inflexibility

Best Suited (Career Path):

Finance

Development Required:

Communication skills
 Personal Skills
 Public finance

Comments:

Needs to be stimulated to support ideas.
 Needs to be more aggressive to support stands.

Name: Fares Farag NASIF	
Department: Central Department - Financial Affairs	
Competencies	Evaluation
Communication	Very Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Very Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	65%
I.Q.	Average	60%

Major Strengths:

- Effective communicator
- Provides effective feedback
- Good listener

Major Weaknesses:

- Lacks flexibility
- Limited work vision

Best Suited (Career Path):

- Finance

Development Required:

- Personal Skills
- Decision making and problem solving
- Public finance

Comments:

- Not a front liner

Name: Amthal Raafat ZAKI	
Department: Central Department - Financial Affairs	
Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making & Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Promising

Soft skills	Promising	86%
I.Q.	Promising	76%

Major Strengths:

- Effective team player
- Has work vision
- Has in-depth work field insight
- Self confident
- Creative

Major Weaknesses:

- Provides ineffective feedback

Best Suited (Career Path):

- Planning and monitoring

Development Required:

- Communication skills

Comments:

- Needs more room for innovation
- Should be encouraged often.
- Should take a team leader role.

Name: El Hussien Ali REZK
Department: Central Department - Financial Affairs

Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Good
Work Vision	Excellent
Business Literacy	Very Good
Decision-Making & Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Good
English Language	Good
Overall Assessment	Promising

Soft skills	Promising	73%
I.Q.	Promising	72%

Major Strengths:

Has solid work vision
 Matured
 Analytical

Major Weaknesses:

Introvert
 Passive and sometimes neutral.
 A follower.
 Lacks ambition

Best Suited (Career Path):

Finance

Development Required:

Communication skills
 Team building

Comments:

Needs to be stimulated to support ideas.
 Needs to be more aggressive to support stands.

Name: Nahed Mohamed ABDEL MOTAGALY
Department: Central Department - Financial Affairs

Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	61%

Major Strengths:

Calm
 Disciplined

Major Weaknesses:

Passive and sometimes neutral.
 A follower.
 Lacks ambition

Best Suited (Career Path):

Finance

Development Required:

Communication skills
 Personal Skills
 Public finance

Comments:

Requires interpersonal skills
 Should communicate more effectively with the team.
 Requires continuous follow up

Name: Alia Soliman ALY
Department: Central Department - Financial Affairs

Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	61%
I.Q.	Average	60%

Major Strengths:

Disciplined
Calm

Major Weaknesses:

Limited work vision
Lacks ambition

Best Suited (Career Path):

Finance

Development Required:

Communication skills
Personal Skills
Decision making
Public finance

Comments:

Not a front liner

Name: Farg Naseef BOTROUS
Department: Central Department - Financial Affairs

Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	65%
I.Q.	Average	60%

Major Strengths:

Disciplined
 Quiet and decent.

Major Weaknesses:

Lacks ambition
 Limited work field vision

Best Suited (Career Path):

Finance

Development Required:

Communication skills
 Personal Skills
 Decision making

Comments:

Should perform a regular work that has limited creativity.

Name: Eshta Mhrous SAYED	
Department: Central Department - Financial Affairs	
Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Good
Planning	Very Good
Problem Solving	Good
Goals & Objectives Identification	Very Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making& Judgment	Good
Co-worker Development	Very Good
Interpersonal Skills	Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Good
English Language	Good
Overall Assessment	Promising

Soft skills	Promising	75%
I.Q.	Promising	81%

Major Strengths:

- Can be viewed as a leader
- Self confident
- Good team player
- Dedicated
- Has work field insight

Major Weaknesses:

- Over dominant character
- Could hold subjective judgment

Best Suited (Career Path):

- Finance

Development Required:

- Decision making
- Team building
- Public financial management

Comments:

- Requires interpersonal skills
- Should communicate more effectively with the team.

Name: Mohsen Mahmoud IBRAHIM
Department: Central Department- Financial Affairs

Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Weak
Business Literacy	Weak
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Weak
English Language	Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	61%

Major Strengths:

Dedicated
 Team player

Major Weaknesses:

Lacks work vision
 Lacks general work knowledge

Best Suited (Career Path):

Finance

Development Required:

Communication skills
 Personal Skills
 Decision making and problem solving
 Computer skills
 Public finance

Comments:

Needs to be concise and precise in formulating her messages and questions
 Should perform a regular work that has limited creativity.

Name: Khaled Ibrahim SEYAM	
Department: Central Department- Financial Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Very Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	61%
I.Q.	Average	60%

Major Strengths:

Calm
 Disciplined
 Has in depth work knowledge

Major Weaknesses:

Passive and sometimes neutral.
 Lacks the ability to formulate a clear and concise message.
 A follower.

Best Suited (Career Path):

Finance

Development Required:

Communication skills
 Personal Skills
 Decision making and problem solving
 Public finance

Comments:

Requires interpersonal skills
 Should communicate more effectively with the team.

Name: Mohamed Essam MAHMOUD	
Department: Central Department - Financial Affairs	
Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Good
Work Vision	Very Good
Business Literacy	Very Good
Decision-Making & Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Excellent
English Language	Very Good
Overall Assessment	Average

Soft skills	Average	70%
I.Q.	Average	66%

Major Strengths:

- Formulates clear messages
- Has solid work vision
- Has in depth work knowledge

Major Weaknesses:

- Not highly dedicated
- Can easily jump into conclusions.

Best Suited (Career Path):

- Finance

Development Required:

- Decision making
- Creative problem solving
- Public finance

Comments:

- Should work under close supervision.
- Needs to be stimulated to support ideas.

Central Department – Real Estate Finance Affairs

Licenses & Registration:

Name: Abd El Fatah SALAH	
Department: Undersecretary of State- License & registration	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Very Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Very Good
Business Literacy	Excellent
Decision-Making& Judgment	Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Weak
English Language	Weak
Overall Assessment	Average

Soft skills	Average	65%
I.Q.	Average	63%

Major Strengths:

- Dedicated
- Problem solver
- Good work vision
- High knowledge of work field

Major Weaknesses:

- Vague in describing situations.
- Computer skills
- English language

Best Suited (Career Path):

- Licenses and registration

Development Required:

- Decision making
- Communication skills
- Computer skills

Comments:

- Needs to be concise and precise in formulating his messages and questions
- Needs to be stimulated to support ideas.

Name: Wael Mohamed FAWZY	
Department: Undersecretary of State- License & registration	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Good
Action	Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Good
Work Vision	Excellent
Business Literacy	Very Good
Decision-Making& Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Promising

Soft skills	Promising	75%
I.Q.	Promising	73%

Major Strengths:

- Solid work vision
- Good work knowledge
- Good planner
- Problem solver
- Self confident

Major Weaknesses:

- Communication with peers
- work efficiency

Best Suited (Career Path):

- Licenses and registration

Development Required:

- Communication skills
- Team building

Name: Doaa Youssef RAMADAN	
Department: Undersecretary of State- License & registration	
Competencies	Evaluation
Communication	Very Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Very Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	64%
I.Q.	Average	62%

Major Strengths:

- Formulates clear messages
- Effective team player
- Possesses a work vision

Major Weaknesses:

- Can support unrealistic and impractical opinions.
- Tendencies to provide general comments.

Best Suited (Career Path):

- Licenses and registration

Development Required:

- Personal Skills
- Decision making and problem solving

Comments:

- Needs to be more aggressive to support stands.
- Can take back seat

Name: Eman Mohamed RAGAB	
Department: Undersecretary of State- License & registration	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Weak
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	62%

Major Strengths:

- Disciplined
- Calm
- Effective organizational skills

Major Weaknesses:

- Shy
- Lacks work vision and knowledge

Best Suited (Career Path):

- Licenses and registration

Development Required:

- Personal Skills
- Communications skills
- Decision making and problem solving

Comments:

- Not a front liner.
- Should perform a regular work that has no creativity.

Name: Magda Abdel Mawla MOSTAFA
Department: Undersecretary of State- License & registration

Competencies	Evaluation
Communication	Very good
Responsible	Good
Performance	Very good
Action	Very good
Feedback	Good
Innovative and Flexibility	Very good
Planning	Very good
Problem Solving	Very good
Goals & Objectives Identification	Very good
Team Work	Very good
Work Vision	Very good
Business Literacy	Very good
Decision-Making& Judgment	Good
Co-worker Development	Very good
Interpersonal Skills	Good
Organizational Capacity	Very good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Good
English Language	Good
Overall Assessment	Promising

Soft skills	Promising	69%
I.Q.	Promising	69%

Major Strengths:

- Self Confident
- Calm
- Disciplined
- Dedicated

Major Weaknesses:

- Lacks analytical skills
- Can support unrealistic and impractical opinions.
- Passive and sometimes neutral.

Best Suited (Career Path):

- Technical office

Development Required:

- Decision making
- Personal Skills

Comments:

- Could be assigned more responsibilities

Central Administrative – Studies & Real Estate Finance Updating

Name: Amal Wadee SAMAAN	
Department: Central Administration - Studies & Real Estate Finance Updating	
Competencies	Evaluation
Communication	very good
Responsible	Excellent
Performance	very good
Action	very good
Feedback	very good
Innovative and Flexibility	very good
Planning	very good
Problem Solving	very good
Goals & Objectives Identification	very good
Team Work	very good
Work Vision	very good
Business Literacy	very good
Decision-Making& Judgment	very good
Co-worker Development	very good
Interpersonal Skills	very good
Organizational Capacity	very good
Monitoring & Evaluation Capacity	very good
Personal Skills	very good
Computer	very good
English Language	very good
Overall Assessment	very good

Soft skills	Promising	81%
I.Q.	Promising	81%

Major Strengths:

- Analytical
- Self confident
- Has an eye for details
- Creative
- Dedicated

Major Weaknesses:

- Tendency to be neutral

Best Suited (Career Path):

- Research

Development Required:

- Advanced monitoring and evaluation skills
- Personal Skills

Comments:

- Could be given more room for innovations

Name: Hend Ali MOHAMED
Department : Central Administrative- Studies & Real Estate Finance Affairs

Competencies	Evaluation
Communication	Weak
Responsible	Weak
Performance	Weak
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Weak
Computer	Very Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	60%

Major Strengths:

Good team player

Major Weaknesses:

Lacks vision

Find difficulties in understanding clear messages.

Lacks the ability to formulate a clear and concise message

Best Suited (Career Path):

Licenses and registration

Development Required:

Planning

Communication Skills

Personal Skills

Comments:

Not advisable to supervise a big team.

Should perform a regular work that has limited creativity.

Name: Fatma Mohamed GABER	
Department: Central Administrative- Studies & Real Estate Finance Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Very Good
Performance	Weak
Action	Weak
Feedback	Very Good
Innovative and Flexibility	Good
Planning	Good
Problem Solving	Very Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Very Good
Computer	Weak
English Language	Good
Overall Assessment	Average

Soft skills	Average	66%
I.Q.	Average	61%

Major Strengths:

- Effective communicator.
- Takes the lead when given chances.

Major Weaknesses:

- Talkative
- Tendencies to go off-subject.

Best Suited (Career Path):

- Public Relations.

Development Required:

- Planning
- Decision Making and problem solving

Comments:

- Should be contained occasionally.
- Should be assigned a front line position

Name: Abeer Ahmed HASSANIN	
Department: Central Administrative- Studies & Real Estate Finance Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Weak
Planning	Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Good
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Very Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Very Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	61%

Major Strengths:

Fair work vision
Dedicated

Major Weaknesses:

Inflexible and rigid work practice
Lacks creativity

Best Suited (Career Path):

Licenses and registration

Development Required:

Decision making
Organizational skills
Creative problem solving

Comments:

Can take back seats.
Should perform a regular work that has limited creativity.

Name: Huda Esmail ABDEL RAHMAN	
Department: Central Administrative- Studies & Real Estate Finance Affairs	
Competencies	Evaluation
Communication	Good
Responsible	Good
Performance	Good
Action	Good
Feedback	Good
Innovative and Flexibility	Good
Planning	Very Good
Problem Solving	Good
Goals & Objectives Identification	Good
Team Work	Good
Work Vision	Good
Business Literacy	Weak
Decision-Making& Judgment	Good
Co-worker Development	Good
Interpersonal Skills	Good
Organizational Capacity	Good
Monitoring & Evaluation Capacity	Good
Personal Skills	Good
Computer	Very Good
English Language	Good
Overall Assessment	Average

Soft skills	Average	62%
I.Q.	Average	61%

Major Strengths:

Effective planner
Disciplined

Major Weaknesses:

Limited work knowledge
Shy.
Lacks the ability to formulate a clear and concise message.
A follower.

Best Suited (Career Path):

Personnel

Development Required:

Decision making and problem solving
Personal Skills
communication skills

Comments:

Needs to be concise and precise in formulating her messages and questions
Needs to be more aggressive to support stands.
Can take back seats.

Name: Tag El Din DIAB
Department: Central Administrative- Studies & Real Estate Finance Affairs

Competencies	Evaluation
Communication	Very Good
Responsible	Very Good
Performance	Very Good
Action	Very Good
Feedback	Very Good
Innovative and Flexibility	Very Good
Planning	Very Good
Problem Solving	Very Good
Goals & Objectives Identification	Very Good
Team Work	Very Good
Work Vision	Very Good
Business Literacy	Excellent
Decision-Making& Judgment	Very Good
Co-worker Development	Very Good
Interpersonal Skills	Very Good
Organizational Capacity	Very Good
Monitoring & Evaluation Capacity	Very Good
Personal Skills	Very Good
Computer	Very Good
English Language	Very Good
Overall Assessment	Promising

Soft skills	Promising	78%
I.Q.	Promising	74%

Major Strengths:

- Self Confident
- Provides effective feedback
- Has in depth work knowledge
- Has a solid work vision
- Good team player

Major Weaknesses:

- Passive and sometimes neutral.
- Easily convinced.
- Suggests ideas but does not support them.

Best Suited (Career Path):

- Research and reform

Development Required:

- Decision making and problem solving
- Personal Skills

Comments:

- Needs to be stimulated to support ideas.
- Needs to be more aggressive to support stands.
- Should be encouraged often.

Implementation plan of recommendations:

The implementation plan of the suggested recommendations shall be executed according to the following phases

1. Phase I: Participation and the Transition Team:

- To implement the following recommendations, an internal transition team will be assembled to begin the process for change.
- Employee involvement is crucial during the implementation phase in order for the staff to feel ownership in the change decision. This would take place by communicating the employees' input, suggestions and feedback taken during the assessment process.
- The process would have a more positive impact when the employees are brought into the process and see that their input is valued and made a difference.
- Team members will include internal change agents who act as catalysts and assume the responsibility for managing change activities.
- A measurement system shall be established around the desired changes and reports will be delivered regularly to MFA's senior management.

2. Phase II: Execution and Communication:

- Prepare employees for the change. Outline detailed plans and time lines for the change.
- MFA senior management along with the transition team shall execute the suggested reforms and establish a sense of urgency by creating a compelling reason for why change is needed.
- In order to minimize resistance, it is recommended to hold facilitated groups to solicit input after communicating the changes.
- Clearly communicate MFA's goals, vision and future strategies throughout the organization.
- Create growth opportunities and communicate them to MFA's employees.
- Provide time for employees to learn.

3. Phase III: Continuous Training, Development, and Assessment:

- Implement competency-based assessment, development and training processes to promote flexibility and growth.
- An annual training and development plan is part of the performance planning process for each employee.
- As roles and work assignments will change, developmental needs will be assessed and training is provided.
- Build upon existing and design new competency assessment tools for development and training purposes.
- Provide training and development for managers, especially those who will need to adapt to new roles as coaches, facilitators, and resources to teams.
- Assess training outcome by measuring its effect on employees' performance.

4. Leadership:

- Support and nurture from senior level and leadership positions is required in order for the new system to ultimately stand on its own.
- Change efforts must be coordinated by leadership, so that employees would not become confused because they are being pulled in conflicting directions.

5. Establish a Solid Performance Evaluation System that Reflects:

- General human resource decisions such as promotions and transfers.
- Managers are accountable for, assessed on, and rewarded for supervisees' performance planning and monitoring.
- Identifying training and development needs.
- Providing feedback to employees.
- The organization's view of their current performance.
- For the Performance Evaluation system to succeed in motivating the employees to perform:
 - Performance objectives must be clear.
 - Performance criteria must be related to the job.
 - Every employee participates in a performance appraisal discussion at least once a year.
 - Performance must be accurately evaluated.
 - Performance must be properly rewarded.

6. Strategic Planning

Implement an annual strategic planning process to support the staffing needs of the Mortgage Finance Authority with all its departments and that is aligned by its broader mission.

- Human resource planning must be a corner stone component of the Mortgage Finance Authority's strategic planning process.
- The newly assigned senior human resources administrator must oversee the development, implementation and success of strategic planning for human resources.
- Workforce demographics, the Human Resource Principles, and market trends would all be considered in developing the Human Resources strategic plan.
- The individual responsible for human resource planning collaborates with those responsible for training, research, and administration to produce an annual strategic plan for human resources.