# A black and blue logo AI-generated content may be incorrect.

# RISC Filter

Utilizing the questions on page 2, use this worksheet to evaluate each member of your crew using the RISC Framework: Reliability, Initiative, Skillset, and Character. This scoring system helps you get clear on who’s lifting your team, who’s steady but replaceable, and who is silently dragging performance down.

Score each trait from 1 to 5. Then total the score and assign a grade (A/B/C).

## Scoring Guide 1 = Never / Very Poor 2 = Rarely 3 = Sometimes / Neutral 4 = Often 5 = Always / Excellent

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| --- | --- | --- | --- | --- | --- | --- |
| Worker Name | Reliability  (1-5) | Initiative (1-5) | Skillset  (1-5) | Character (1-5) | Total  (Out of 20) | Grade |
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## Evaluation Traits – RISC

### 1. Reliability:

* Can I count on this person without chasing them down?
* Do they consistently show up on time?
* Do they communicate proactively?
* Do they complete assigned work without reminders?
* Can I trust them next week without surprises?

### 2. Initiative

* Do they take ownership or wait for direction?
* Do they fix problems without being told?
* Do they act with urgency or stall out?
* Do they bring energy or need to be pushed?
* Do they ever go beyond their assigned task?

### 3. Skillset

* Can they do the work at the level we need?
* Can they complete tasks without constant correction?
* Are they improving week to week?
* Would I assign them a critical job?
* Do they ask when they’re unsure or guess and fail?

### 4. Character

* Are they a good influence on the team?
* Do they cause conflict, drama, or negativity?
* Are they respected or avoided by others?
* Do they align with our values and pace?
* Would I want 3 more just like them?

**Grade Guide:**   
• A-Player: 18–20 points (Strong asset, build around)   
• B-Player: 13–17 points (Solid, coachable)   
• C-Player: 12 or below (At risk, may need to be replaced)

Repeat this process every 30 days as part of your Crew Audit Rhythm.