

CONFIRMATION APPRAISAL FORM - PROFESSIONAL SALES STAFF			
Name	Ternenge Aza	Business Office	Head Office
Level at Entry	ET	Present Level	DE
Appraisal Covering From		To	
	3 Months Confirmation Apprasal		
SECTION A			
	List your major duties during the period under review		
	Another Test		
	a. What factors impede your job efficiency?	b. How can the Constraints be removed?	
	Nothing	Everything	

<p>SECTION B: CULTURE ALIGNMENT</p>		
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Score Grid: Outstanding -5; Very Good -4; Good -3; Needs Improvement -2; Unsatisfactory -1;

VALUES	Integrity	Customer First	Courage	One AXA
Score(5 - 1)	4	5	5	5
DIMENSIONS	Vision	Customer	Transform	Deliver
Score(5 - 1)		4	5	5
	Develop	Lead	Collaborate	
Score(5 - 1)	4	3	5	
SCORE FOR VALUES		19		
SCORE FOR DIMENSION		31		
TOTAL SCORE		50		

BALANCE SCORE CARD						
				PSS LEVEL		
	Goals/Objectives	Measure	Metrics	Total Budget	Weightings	

A	Financial Dimension	Achieve and surpass Financial targets	General Business Premium (Motor)	NGN	3,000,000	10	100
			AXA Mansard Investment Ltd Funds(Money Market, Equity, Income, Customized Portfolio)	NGN	3	8	
			Life Business Premium	NGN	3,000,000	10	
			General Business Premium (Non-Motor)	NGN	800.00	16	
			Health Premium	NGN	1,260,000	8	
			Bonus Life Premium	NGN	1,260,000	8	
			Gross Premium Income	NGN	800.00	8	
			Annuity	NGN	50.00	8	
			AXA Mansard Life Savings	NGN	5,000.00	8	
			Other Savings & Funds Products	NGN	50.00	16	
B	Customer Dimension	Total Number of Policies	No. of General Business Policies	Number	75	2	8
			No. of Pure Life Business Policies	Number	75	2	
			No. of Savings/Investment Policies	Number	75	2	
			No. of Retirement Savings Account for Pensions	Number	75	2	

C	Internal Process Dimension	Position AXA MANSARD as a solid & efficient provider of convenient and accessible solutions	Average No. of Active DSAs	Number	50	3	26
			Collaborative Transaction to E-Business & Partner(e.g. CLAP)	NGN	500.00	5	
			No. of Active Corporate Partners for the period	Number	6	3	
			No. of Keep In Touch(KIT) Calls Log on CRM	Number	50	3	
			No. of Discovery Interviews conducted to actual sales	Number	50	3	
			Claims Ratio(GPW in current year/Total Claims Paid for current year x 100)	%	50	3	
			CRM Usage (100% upload of details of customers incepted in 2017)	%	50	3	
			Policy Renewal Ratio ((Number of renewed policies from the previous year)/(Total number of renewable policies in the previous year) x 100)	%	6	3	
TOTAL WEIGHT & SCORE							134

