



Skills Assessment: A working manager need not be proficient in all areas, bt should have a working knowledge of all these areas or at least the desire and ability to learn basic operations.

SKID LOADER OPERATION WITH ATTACHMENTS

	(nope)	(a little)	(some)	(good)	(excellent)
Bucket for material moving and grading	1	2	3	4	5
Forks and tree handling	1	2	3	4	5
Auger tree planting and heeling in	1	2	3	4	5
Tree Shear cutting unsaleable trees	1	2	3	4	5
U-blade root removal and transplanting	1	2	3	4	5
Tree Spade digging various sized root balls	1	2	3	4	5
Backhoe Irrigation repair and maintenance	1	2	3	4	5
Building maintenance and repair	1	2	3	4	5

MEDIM 40hp TRACTOR

	(nope)	(a little)	(some)	(good)	(excellent)
Rear mower: grass cutting without tree damage	1	2	3	4	5
Chisel plow and disc: preparing rows	1	2	3	4	5
Sprayer including calibration	1	2	3	4	5
Rake to level ground	1	2	3	4	5

MECHANICAL AND MAINTENANCE ABILITIES

	(nope)	(a little)	(some)	(good)	(excellent)
Oil change and greasing	1	2	3	4	5
Hydraulic line change out	1	2	3	4	5
Electrical systems troubleshooting and repair	1	2	3	4	5
Welding	1	2	3	4	5

OFFICE AND SOFTWARE SKILLS

	(nope)	(a little)	(some)	(good)	(excellent)
Excel	1	2	3	4	5
Word	1	2	3	4	5
Quickbooks	1	2	3	4	5
Photo sharing and organization	1	2	3	4	5
Good writing skills for sales	1	2	3	4	5
Good verbal skills for sales	1	2	3	4	5
Budgeting	1	2	3	4	5

HUMAN RESOURCE SKILLS

	(nope)	(a little)	(some)	(good)	(excellent)
Communicating expectations and follow up	1	2	3	4	5
Discipline	1	2	3	4	5
Interview and hiring	1	2	3	4	5
Learning from and training others	1	2	3	4	5

TRUCK SKILLS

	(nope)	(a little)	(some)	(good)	(excellent)
Backing up trailers	1	2	3	4	5
Stick shift	1	2	3	4	5
Chauffeurs or CDL license	1	2	3	4	5
Tree spade truck operation	1	2	3	4	5

TECHNICAL SKILLS AND DESIGNATIONS

	(nope)	(a little)	(some)	(good)	(excellent)
Pesticide applicator	1	2	3	4	5
Arborist	1	2	3	4	5
Other industry certifications	1	2	3	4	5

INVENTORY MANAGEMENT

	(nope)	(a little)	(some)	(good)	(excellent)
Maintain an adequate inventory of supplies including burlap, rope, fuel, bamboo stakes and tying tape and a working understanding of delivery times and related costs	1	2	3	4	5