

# PERFORMANCE RATINGS FURTHER DEFINED

## DOES NOT MEET EXPECTATIONS

### 1

- Consistently fails to meet expectations and improvement is needed in most key performance areas/goals
- Contributions and quality are low and/or not delivered within established timeframes
- Fails to adapt and/or resists change
- Inconsistently demonstrates or does not demonstrate the values

## MEETS SOME EXPECTATIONS

### 2

- Occasionally fails to meet expectations and improvement is needed in essential areas of responsibility
- Delivers inconsistent results and improvement needed in quality and/or timeliness
- Inconsistently adapts to and/or resists change
- Inconsistently demonstrates the values

## MEETS EXPECTATIONS

### 3

- Fulfills performance expectations consistently and occasionally exceeds
- Delivers consistent results with high quality and within the established timeframes
- Adapts to change easily
- Invests time in their own development
- Demonstrates the values while executing goals

## EXCEEDS EXPECTATIONS

### 4

- Exceeds performance expectations consistently
- Delivers extraordinary performance and results within the established timeframes
- Demonstrates performance of very high level of quality in all essential areas of responsibility
- Acts as a champion and role model for change
- Demonstrates the values while executing goals
- Invests time in their own development

## STRONGLY EXCEEDS EXPECTATIONS

### 5

- Far exceeds performance expectations consistently
- Exceptional quality beyond all essential areas of responsibility and within the established timeframes
- Performance is transformative and/or innovative
- Exceptional or unique contribution toward unit and/or department goal
- Acts as a champion for change, easily adapts to new situations, and identifies opportunities to increase value
- Demonstrates the values while executing goals, models and inspires others to do the same
- Invests time in their own development, supports development, and shares knowledge with others