

## Delivering Results - Non-Manager

<b>Delivering Results</b>		
<b>Unacceptable (1)</b>	<b>Meets Expectations (3)</b>	<b>Far Exceeds Expectations (5)</b>
Is selective in amount of effort given; only strives to deliver requested results for certain tasks and goals.	Delivers requested results for all assigned tasks and goals.	Achieves excellence in all tasks and goals.
Struggles to respond in a timely and constructive manner when confronted with challenges.	Responds in a timely manner when confronted with challenges.	Perseveres even in the face of obstacles.
Is inefficient in use of time; often misses deadlines and fails to complete assignments. Unable to prioritize tasks and assignments.	Uses time efficiently to complete and prioritize tasks and assignments.	Uses time efficiently; adapts plans when changes occur. Prioritizes tasks and assignments based on importance.
Lacks awareness of Emory goals and initiatives; does not consider Emory goals and initiatives when working on tasks and assignments.	Is aware of and supports Emory goals and initiatives; considers Emory goals and initiatives when working on tasks and assignments.	Actively supports and stays aware of changes to Emory and goals and initiatives; considers Emory goals and initiatives when working on tasks and assignments.
Struggles to consistently adhere to Emory policies and procedures.	Adheres to all policies and procedures.	Demonstrates commitment through word and actions to all policies and procedures. Suggests policy and procedure improvements that can be made.

Please be mindful of different cultural norms and neurodiverse populations when applying these standards.