

Leads Change		
Unacceptable (1)	Meets Expectations (3)	Far Exceeds Expectations (5)
Struggles to bring about and manage change to minimize resistance, both within and outside of the organization, to meet organizational goals.	Brings about and manages change to minimize resistance, both within and outside of the organization, to meet organizational goals.	Brings about and manages change to consistently minimize resistance, both within and outside of the organization, to meet organizational goals.
On more than one occasion has failed to recognize the needs of others, including emotional needs, and how to address their needs to help them get through the change.	Recognizes the needs of others, including emotional needs, and how to address their needs to help them get through the change.	Recognizes and listens carefully to the needs of others, including emotional needs, and understands how to address their needs to help them get through the change.
Often inadequately prepares for change by assembling a strong team of trusted advisors.	Adequately prepares for change by assembling a strong team of trusted advisors.	Consistently prepares for change by assembling a strong team of trusted advisors.
Does not create detailed plans for driving change that consider tasks and communication.	Creates detailed plans for driving change that consider tasks and communication.	Takes special care to always create detailed plans for driving change that consider tasks and effective communication.
Is selective on inspiring and motivating others to want to change.	Inspires and motivates others to want to change.	Creates meaningful opportunities to inspire and motivate others to want to change.
Rarely monitors implementation of change nor adjusts as needed.	Monitors implementation of change and adjusts as needed.	Consistently monitors implementation of change and identifies setbacks and challenges and adjusts as needed.

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