

Individual Contributor

Delivering Results		
Unacceptable	Meets Expectations	Far Exceeds Expectations
Is selective in amount of effort given; only strives to deliver good 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.	Uses time efficiently to complete assignments.	Uses time efficiently; adapts plans when changes occur. Prioritizes tasks based on importance.
Struggles with maintaining current job knowledge and skills.	Maintains current job knowledge and skills.	Actively pursues professional development and growth.
Is not open to feedback from others; criticizes and ignores feedback from others.	Is receptive to and implements suggestions for improvement.	Is receptive to and implements suggestions for improvement. Solicits feedback. Actively identifies ways to improve.