

Individual Contributor

Functional Knowledge and Skills		
Does Not Meet Expectations	Meets Expectations	Far Exceeds Expectations
Does not demonstrate the skills and knowledge necessary to effectively accomplish tasks within one's own function or work group.	Demonstrates skills and knowledge relevant to one's own function or work group.	Demonstrates expertise in skill and knowledge within areas relevant to one's own function or work group.
Seldom considers or applies best practices in discipline or specialty area.	Applies current best practices in discipline or specialty area.	Develops and contributes to best practices in discipline or specialty area for the work group.
Does not stay aware of major developments in discipline or specialty area.	Stays aware of major developments in discipline or specialty area.	Serves as a resource for others regarding major developments in discipline or specialty area, and facilitates sharing of methods and knowledge.
Seen by customers and team members as lacking functional knowledge and skills.	Recognized by customers and team members for functional knowledge and skills.	Consistently seen by customers and team members as possessing high functional knowledge and skills.