

“Leaders can let you fail and yet
not let you be a failure.”
Stanley McChrystal

CALIBRATION

Rules of engagement | Help-sheet

RATING DEFINITIONS:

Exceeds standards

- Employee consistently exceeds performance expectations.
Example: may consistently submit work ahead of deadlines with excellent work quality.
- Employee's superior performance significantly improved overall operations of the team or organization.

Meets standards

- Employee consistently performs work at expected standards, on time and within acceptable standards of quality.
- Employee may occasionally perform better than prescribed standards of success.

Needs improvement

- Employee sometimes performed tasks at or above performance standards and sometimes at below acceptable standards.
- Employee may still be in training for assigned tasks, which resulted in inconsistent performance.

Does not meet standards

- Employee consistently failed to acceptably perform assigned tasks most of the time.
 - Employee's performance may have resulted in difficulty for teammates or the organization.
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