

OVERALL PERFORMANCE ratings

Rating	Definition
Exceptional Impact	Contributions have significant and consistently exceptional impact and value to the department and/or the organization. Makes unique, often one-time achievements that measurably advance progress towards organizational goals and/or result in major improvements. Easily recognized as a role model by high-performing peers. Viewed as an excellent resource to provide expertise, guidance, advice, mentorship, or support to others. Demonstrates a range of high-level capabilities and actively takes on higher levels of responsibility.
Full / Consistent Impact	Consistently demonstrates meaningful impact through accomplishments and contributions. This level of impact is reflective of a fully qualified, competent and experienced individual in this role. Viewed as someone who gets the job done and effectively prioritizes work and produces strong results. Contributes positively to the overall objectives of the department and /or the larger organization. Achieves valuable accomplishments in several important areas of the job and/or on assigned projects.
Learning / Building	Needs to gain proficiency and/or productivity in the position to achieve consistent impact. May achieve some, but not all, goals. Stronger or additional knowledge, skills and abilities need to be demonstrated for consistent success in the role. This rating is recommended for use when an employee is still coming up-to-speed with their job responsibilities based on limited tenure in the role.
Needs Improvement	The quality of performance is below expectations for the role. Knowledge, skills, abilities and/or productivity have not been demonstrated at the appropriate levels.