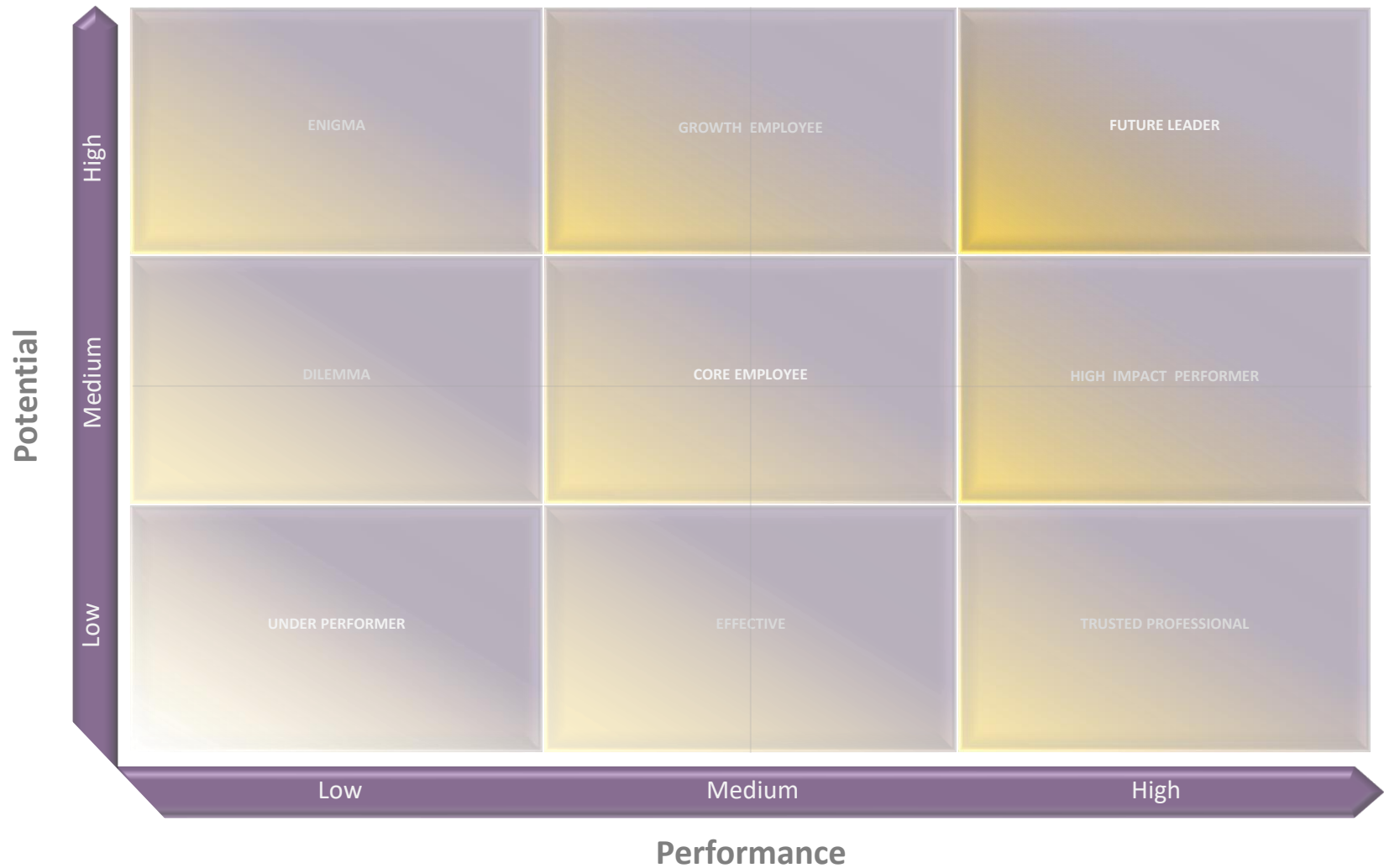


CoachStation: Employee Assessment 9-Blocker



Performance (x-axis): The accomplishment of a given task measured against pre-set, known standards of accuracy, completeness, cost, and speed.

Performance (based on current job):

- a) Delivers business/functional results
- b) Demonstrates core competencies
- c) Acts in the spirit of the company values

Performance management reminds us that being busy is not the same as producing results. It reminds us that training, strong commitment and lots of hard work alone are not results. **The major contribution of performance management is its focus on achieving results** -- useful products and services for customers inside and outside the organisation. Performance management redirects our efforts away from 'busyness toward effectiveness'.

Potential (y-axis): Having or showing the capacity to excel in their current role and also look to the future. Underlying qualities or abilities that may be developed to influence current and future success or usefulness. High potentials consistently and significantly outperform their peer groups in a variety of settings and circumstances. While achieving these superior levels of performance, they exhibit behaviors that reflect the company culture and values in an exemplary manner. Moreover, they show a strong capacity to grow and succeed throughout their careers within an organisation—more quickly and effectively than their peer group.

Behaviours (assess out of 10): the combination of a positive mindset and a specific set of positive behaviours

- *Team-work & Self Reliance*: able to work in different settings
- *Altruism*: working well with and for the good of others
- *Emotional Intelligence*: being aware of one's impact on others and of their impact on you – and responding accordingly
- *Problem Solving*: recognise problems & know how to solve them
- *Creativity*: able to offer solutions or work with others to do this
- *Organisation*: structured, planned, calm and a sense of control
- *Continuous Improvement*: investing in self and others to be better – seeks opportunity and rarely comfortable with the norm
- *Conscientious*: delivers on time and on target whilst helping others
- *Concern for Standards*: ensuring delivery of high quality work
- *Ambition*: to be aspirational and want to grow, through inclusion and assisting others as well as self
- *Integrity*: always displaying consistency, honesty, and truthfulness or accuracy in words and actions.

Behavioural Assessment Key:

1-2 = No positive demonstration of behaviours. Almost always presents a negative view and no team-orientation. Very little self-awareness.

3-4 = Very little or patchy positive behaviours shown. Mostly focused on self. Predominantly a negative perspective. Lower standards and EI awareness.

5-6 = Sometimes focuses on others - generally focused on self. Can work in a team and contributes as required, with some proactivity. Some EI awareness.

7-8 = Puts others needs equal to self - team player. Proactive - regularly thinks about role and improvement. Well organised and often delivers extra.

9-10 = Actively supports and develops others and is a 'giver' by nature. Rarely have to follow up. High EI and standards. Delivers beyond expectations.



