

Getting Results/Accountability: *Focuses attention and resources upon meeting agreed upon goals and objective; holds self accountable for achieving results, one's own development and adhering to _____ values and principles.*

	Basic	Proficient	Advanced
Entry (G01-G08)	<ul style="list-style-type: none"> • Understands his/her objectives; seeks clarification and direction if needed • Completes assigned work, seeks assistance if needed • Maintains a positive attitude • Learns about his/her job, the business, and _____ values 	<ul style="list-style-type: none"> • Understands his/her role, goals and _____ values • Completes assigned work in a timely fashion with little supervision • Holds self accountable for getting expected results • Stays current in skills required for the job 	<ul style="list-style-type: none"> • Demonstrates ownership and pride in his/her role and results; wants to be the best • Highly reliable; consistently meets and often exceeds his/her goals and objectives while maintaining _____ values • Works through problems or obstacles to achieve results • Stays current in skills required for the job
Intermediate (G09-G10)	<ul style="list-style-type: none"> • Understands objectives; seeks clarification and direction if needed • Completes assigned work, seeks assistance if needed • Maintains a positive attitude • Learns about his/her job, the business, and _____ values 	<ul style="list-style-type: none"> • Understands his/her role, goals and _____ values • Completes assigned work in a timely fashion with little supervision • Holds self accountable for getting expected results • Stays current in skills required for the job 	<ul style="list-style-type: none"> • Demonstrates ownership and pride in his/her role and results; wants to be the best • Highly reliable; consistently meets and often exceeds his/her goals and objectives while maintaining _____ values • Works through problems or obstacles to achieve results • Stays current in skills required for the job; seeks feedback in order to improve
Professional (G11-G12)	<ul style="list-style-type: none"> • Understands his/her role and goals • Completes assigned work in a timely fashion with little supervision • Holds self accountable for getting expected results; seeks assistance if needed • Learns about his/her job, the business, and _____ values 	<ul style="list-style-type: none"> • Demonstrates ownership and pride in his/her role and results • Reliable; consistently meets his/her goals and objectives while maintaining _____ values • Works through problems or obstacles to achieve results; takes action before being asked or directed • Seeks out opportunities to learn and grow; seeks feedback in order to improve 	<ul style="list-style-type: none"> • Demonstrates ownership and pride in his/her role and results; wants to be the best • Highly reliable; consistently meets and often exceeds his/her goals and objectives while modeling _____ values • Works through problems or obstacles to achieve results; takes action before being asked or directed • Knows own strengths and development areas, has an on-going development plan
Expert/Lead (G13-Above)	<ul style="list-style-type: none"> • Demonstrates ownership and pride in his/her role and results • Reliable; consistently meets his/her goals and objectives while maintaining _____ values • Works through problems or obstacles to achieve results; takes action before being asked or directed • Seeks out opportunities to learn and grow; seeks feedback to improve 	<ul style="list-style-type: none"> • Demonstrates ownership and pride in his/her role and results • Reliable; consistently meets and may at times exceed his/her goals and objectives while maintaining _____ values • Works through problems or obstacles to achieve results; takes action before being asked or directed • Knows own strengths and development areas, has an on-going development plan 	<ul style="list-style-type: none"> • Demonstrates ownership and pride in his/her role and results; wants to be the best • Highly reliable; consistently meets and often exceeds his/her goals and objectives while modeling _____ values • Takes action to deal with all issues encountered, is a model for self direction • Continues to learn and grow; shares knowledge and experience with others