

# Vision for Midwest RBU



# Colleague Core Competencies

- Functional/ Technical Skills** Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.
- Acts Decisively** Makes decisions in a timely manner, sometimes with incomplete information and under tight deadlines and pressure; able to make a quick decision.  
Makes good decisions based upon a mixture of analysis, wisdom, experience, and judgment; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.
- Seizes Accountability** Will stand up and be counted; doesn't shirk personal responsibility; can be counted on when times are tough; willing to be the only champion for an idea or position; is comfortable working alone on a tough assignment.  
Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.
- Grows Self** Knows what he/she wants from a career and actively works on it; is career knowledgeable; makes things happen for self; markets self for opportunities; doesn't wait for others to open doors.
- Change Agile** Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.  
Good at figuring out the processes necessary to get things done; knows how to organize people and activities; understands how to separate and combine tasks into efficient work flow; knows what to measure and how to measure it; can see opportunities for synergy and integration where others can't; can simplify complex processes; gets more out of fewer resources.
- Self Awareness** Knows personal strengths, weaknesses, opportunities, and limits; seeks feedback; gains insights from mistakes; is open to criticism; isn't defensive; is receptive to talking about shortcomings; looks forward to balanced (+s and -s) performance reviews and career discussions.
- Commits to “One “XXX”** Is aligned with the culture, values and mission. Operates with the mission and values in mind.  
Encourages others to act in a manner aligned with organizational culture, values and mission. Communicates a compelling and inspired vision or sense of core purpose; talks beyond today; talks about possibilities; is optimistic; creates mileposts and symbols to rally support behind the vision; makes the vision sharable by everyone; can inspire and motivate entire units or organizations.
- Peer Relationships** Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve problems with peers with a minimum of noise; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaboration; can be candid with peers.

# Performance Rating Scale

Descriptor	Description	Individual Objective Rating	Overall Range
Exceptional Results	Expectations on this objective or job requirement surpassed <ul style="list-style-type: none"> <li>• Excellent results</li> <li>• "Top quality" products and services</li> <li>• Accomplishment far in advance of agreed-upon timeframes and/or financial criteria (e.g budget, plan, allocated resources)</li> </ul>	6	5.6–6.0
Significantly Exceeded	Expectations on this objective or job requirement significantly exceeded or exceeded <ul style="list-style-type: none"> <li>• Superior results</li> <li>• Products and services of superior quality</li> <li>• Accomplishment in advance of agreed-upon timeframes and/or financial criteria (e.g., budget, plan, allocated resources)</li> </ul>	5 or 5.5	4.6–5.5
Exceeded	Expectations on this objective or job requirement exceeded in some areas but definitely met in all other <ul style="list-style-type: none"> <li>• Significant results</li> <li>• Products and services are of reliably high quality</li> <li>• Some accomplishments in advance of, some in line with agreed-upon timeframes and/or financial criteria (e.g. budget, plan, allocated resources)</li> </ul>	4 or 4.5	3.6–4.5
Consistently Met	Expectations on this objective or job requirements met <ul style="list-style-type: none"> <li>• Fully satisfactory performance. Solid results fulfilled job requirements.</li> <li>• Good quality products and services</li> <li>• Accomplishment in line with agreed-upon timeframes and/or financial criteria (e.g., budget, plan, allocated resources)</li> </ul>	3 or 3.5	2.6–3.5
Partially Met	Expectations on this objective or job requirement partially met. Improvement required in some areas <ul style="list-style-type: none"> <li>• Results partially fulfilled requirements and expectations (may be due to insufficient time in role)</li> <li>• Products and services of acceptable quality</li> <li>• Accomplishment not always line with agreed-upon timeframes and/or financial criteria (e.g., budget, plan, allocated resources)</li> </ul>	2 or 2.5	1.6–2.5
Deficient Results	Expectations or job requirements not fulfilled. Performance unsatisfactory. Significant improvement required <ul style="list-style-type: none"> <li>• Results substantially below job requirements and expectations</li> <li>• Products and services of deficient quality</li> <li>• Accomplishment regularly not in line with agreed-upon timeframes and/or financial criteria (e.g., budget, plan, allocated resources)</li> </ul>	1 or 1.5	0.6–1.5
Significantly Deficient Results	Expectations or job requirements not met. Unacceptable performance. Immediate improvement required. <ul style="list-style-type: none"> <li>• Results consistently poor and significantly below job requirements and expectations</li> <li>• Products and services of significantly deficient quality</li> <li>• Accomplishment not in line with the agreed-upon timeframes and/or financial criteria (e.g., budget, plan, allocated resources)</li> </ul>	0 or 0.5	0.0–0.5

# Differentiators

	0-0.5	0.6-1.5	1.6-2.5	2.6-3.5	3.6-4.5	4.6-5.5	5.6-6.0
	Significantly Deficient	Deficient	Partially Met	Consistently Met	Exceeded	Significantly Exceeds	Exceptional
<b>Magnitude of Influence</b>		Low	Lat	District	Region	Area	National
<b>Competency</b>		No	Low	Learning	Demonstration	Influencing	Teaching
<b>Approach</b>		Resistant	Reactive	Proactive	Sense of Urgency	Role Model	
<b>Commitment</b>		Capable but not willing	Taking Initiative	Creating Energy and Sense of Urgency	Elevating Others to Take Action		
<b>Consistency</b>		Never	Rarely	Sometimes	Consistently	Constantly	Always