

Detailed Descriptions of Performance Standards

Unsatisfactory Performance (1)	Focus Needed Performance (2)	Solid Performance (3)	Impressive Performance (4)	Excellent Performance (5)
<p>What: SHAPE UP! Consistently fails to competently complete their tasks and consistently fails to produce quality work product even when provided additional training and/or time extensions. Works at a level of minimum standards with inconsistent productivity.</p>	<p>What: NEEDS WORK! Assignments/tasks are not consistently completed timely and accurately even when provided additional training and/or time extensions. Inconsistently demonstrates the skills and abilities to perform job functions/duties satisfactorily.</p>	<p>What: GOOD JOB! Competently performs job functions/duties on a day-to-day basis and regularly meets expectations with some tasks performed beyond expectations.</p>	<p>What: SUPER! Routinely meets and exceeds expectations and role requirements by producing a high quality of work on a consistent basis</p>	<p>What: KNOCKOUT! Performance level and achievements far exceeded normal expectations. This rating is reserved for those who truly stand out and are easily recognized by peers as outstanding.</p>
<p>How: Is perceived by peers and managers as non-collaborative and not being a team player. Ineffectively interacts with peers and managers. Does not exhibit one or more of the Weber County Characteristics of Successful Employees.</p>	<p>How: Engages in less effective or less positive interactions with peers, colleagues and/or management. Does not exhibit one or more of the Weber County Characteristics of Successful Employees.</p>	<p>How: Exhibits teamwork or is a team player in varied settings and collaborates with others. Exhibits all of the standards for Weber County Characteristics of Successful Employees.</p>	<p>How: He/she has had a positive impact on the people around and has worked toward creating a positive work environment. This rating is reserved for those employees that exhibit the Weber County Characteristics of Successful Employees.</p>	<p>How: He/she has had an outstanding & positive impact on the people around and has created a positive work environment. This rating is reserved for those employees that truly embody the Weber County Characteristics of Successful Employees and those who promote others to do the same.</p>