



### C. COMPETENCIES & DIMENSIONS

Behavioral Examples (Actions/ Results)

Core Dimensions in "Bold"

<b>U – Unacceptable</b> Does not meet job expectations. Must improve to be effective.	<b>E – Effective</b> Gets the job done or done well.	<b>C – Commendable</b> Performs at a very high level. Consistently exceeds expectations.	<b>X – Exceptional</b> Superior contributor!
<b>1. Thinking/ Decision Making</b> <i>(Gathers &amp; assimilates relevant data to frame situations, problems, and solutions.)</i>			
<b>• Business &amp; Job Knowledge</b> <b>• Judgment</b> <b>• Vision &amp; Strategy</b>			<b>R A T I N G</b>
			SELF*    PC
<b>2. Execution</b> <i>(Effectively moves to action, makes things happen, and achieves results.)</i>			
<b>• Produce Results</b> <b>• Work Safely</b> <b>• Customer Service Orientation</b> <b>• Planning &amp; Organizing</b>			<b>R A T I N G</b>
			SELF*    PC
<b>3. Interpersonal</b> <i>(Forms effective relationships to increase productivity; effectively influences others.)</i>			
<b>• Teamwork</b> <b>• Developing People</b> (For Perf Coaches) <b>• Building Organizational Relationships</b> <b>• Inspiring Trust</b> <b>• Leadership Versatility</b> <b>• Negotiation</b>			<b>R A T I N G</b>
			SELF*    PC
<b>4. Personal</b> <i>(Skills and abilities related to individual job performance and productivity.)</i>			
<b>• Ownership &amp; Excellence</b> <b>• Ability to Learn</b> <b>• Adaptability/Leading Change</b> <b>• Communication/Presentation Skills</b>			<b>R A T I N G</b>
			SELF*    PC

**D. OVERALL RATING, COMMENTS, & SIGNATURES**

*By signing this form, you confirm that you have discussed this review in detail with your PC.*

**OVERALL RATING**

☐

**Unacceptable**

☐

**Effective**

☐

**Commendable**

☐

**Exceptional**

Does not meet job expectations.  
Must improve to be effective.

Gets the job done or  
done well.

Performs at a very high level.  
Consistently exceeds expectations.

Superior contributor!

**Team Member Comments**

Signature:

Date:

**Performance Coach Comments**

Signature:

Date:

**Reviewer Comments** End of Year Only

Signature:

Date: