TEAM MEMBER PERFORMANCE REVIEW									
Name		Dat							
Job Title					- 6 \/				
					of Year				
Company/ Department					N/A				
Business Area			& TM Discussed the Core Values						
Performance Coach (PC)		ΤM	has a current Individual Development Plan (IDP)	No					
B. GOALS Goals (Specific, Measurable, Aligned, Relevant, Time-Bound) & Performance (Action, Results, Impact)									
U – Unacceptable	E – Effective			eptional					
Does not meet job expectation		Performs at a very high level. Superior co			ontributor!				
Must improve to be effectiv			Consistently exceeds expectations.						
-	nable Financial Performance			RAT					
• Rea	alize Value through Excellent Perfo	rman	ce and Organic Business Growth	SELF*	PC				
• Pro	ofitably Grow our Customer Base an	d Re	venues through acquisition						
2. Optimize Value With Customers and Constituents • Expand cost-effective services and solutions for customers that improve value and balance business needs.									
				_					
3. Strengthen Our Foundat				RAT	ING				
• Dev	elop Our Human Capabilities for Sh	aping	g & Achieving Our Strategic Vision	SELF*	PC				
Build information technology platforms that support Corporate strategies & efficiency									

C. COMPETENCIES & DIMENSIONS Behavioral Examples (Actions/ Results) Core Dimensions in "Bold"							
U – Unacceptable Does not meet job expectations. Must improve to be effective.	E – Effective Gets the job done or done well.	C – Commendable Performs at a very high level. Consistently exceeds expectations.	X – Exceptional Superior contributor!				
1. Thinking/ Decision Making (Gathers & assimilates relevant data to frame sit	uations, problems, and solutions.)	RATING				
Business & Job Knowledge	• Judgment	Vision & Strategy	SELF* PC				
2 Execution /Effectively moves to act	ion, makes things happen, and achieves results.)	RATING				
Produce Results	Work Safely	Customer Service Orien					
Planning & Organizing	• Work Salely						
3. Interpersonal (Forms effective ref	lationships to increase productivity; effectively in	nfluences others.)	RATING				
Teamwork	Developing People (For Perf Coa	ches) • Building Organizational R	Relationships SELF* PC				
Inspiring Trust	Leadership Versatility	Negotiation					
	to individual job performance and productivity.)		RATING				
Ownership & Excellence Communication/Presentation Skills	Ability to Learn	Adaptability/Leading Cha	nge SELF* PC				

D. OVERALL RATING, COMMENTS, & SI GNATURES 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:					