

# Performance Rating Criteria

Work Hard. Play Hard. Make A Difference.

## Who We Want

- 1 You have an internal desire to achieve greatness, never settling for “good enough.”
- 2 You are inspired by the success of others and use your peers’ achievements to fuel your own development.
- 3 You embrace change and make things happen regardless of time.
- 4 You exude confidence in your respective role yet choose to learn something new every day.
- 5 You take immense pride in your work, helping to impact the lives of one million people.

## Core Skills For Being A Carson Internal Stakeholder:

- » Coachability
- » Sound Judgement
- » Positive Attitude
- » Adaptability
- » Confidence
- » Cooperation
- » Dependability
- » Problem Solving & Critical Thinking
- » Respect
- » Communication Skills
- » Job Knowledge
- » Client Service
- » Planning & Organization
- » Productivity
- » Initiative & Self Direction

## Elite

The internal stakeholder is a pillar for the firm. Their daily efforts “move the needle” for key initiatives. They exude confidence in their respective role and always go the extra mile when accomplishing tasks. They are positive and always willing to jump in, roll their sleeves up and help out wherever they can. This person embraces change and makes things happen. They are your “go-to” no matter what the task. They are highly engaged in what they do and they create enthusiasm among others. They show initiative without being asked. They love what they do every day and it shows.

## Top Achiever

The internal stakeholder often exceeds expectations of their current role. They are engaged in what they do. They are an important member of the team and can always be counted on to get things done. Their actions foster a culture of teamwork and cohesiveness. They stand out among their peers as someone who is always willing to help out. They can be counted on to be a key member of any project. They enjoy what they do every day and it shows.

## Achiever

The internal stakeholder clearly meets all the requirements of the position in terms of quality and quantity of work. They can be counted on for solid performance with on-time results. This person is a valued member of the team and accepts responsibility when asked.

## Contributor

The internal stakeholder’s performance is valued, but can be less than expected. They are learning the essential functions of the job and development is clearly recognized. They generally meet most job requirements but are not fully performing at their potential.

## Needs Improvement

The internal stakeholder’s performance must improve substantially within a short period of time if the stakeholder is to remain in the position. They are not meeting job requirements.