

Word Choice Reference for Describing Performance

Good Performance	Fair Performance
<p>Quality of Work Accurate, clear, attentive to detail, thorough, thoughtful, logical, organized, follows instructions</p> <p>Responsibility Consistent attendance, punctuality, reliability, follows regulations, courteous</p> <p>Communication Skilled at oral and written communication, clearly communicates with others and supervisors, listens actively and responds appropriately</p> <p>Internal Customer Relationships Cooperative, communicative, flexible, takes initiative, works closely, courteous, understands customer needs and requirements, demonstrates good judgment</p> <p>Initiative Shows initiative, identifies problems, seeks solutions proactively, works to improve processes, ideas are innovative, takes responsibility</p> <p>Organizational Skills Has system or system approach to the processes, organizes materials, organizes projects or files, uses time well, uses tool usage (e.g., calendar) for scheduling purposes</p> <p>Quality of Work Shows but with some gaps, could give thoughtful communication, timely, consistent, willing to put in extra effort</p> <p>Self-Management: Personal Skills Shows some but not all skills, could give more attention, attention to all activities, reports on work, shows time to do activities, able to learn independently, able to receive feedback, able to communicate, good organizational skills, able to work independently</p>	<p>Quality of Work Consistent in number of errors, some attention to detail, inconsistent in quality and thoroughness, some instructions, inconsistent standards of work, processes, does not follow instructions</p> <p>Responsibility Reluctant, irregular attendance or inconsistent work, inconsistent work habits, inconsistent response to work, inconsistent attendance</p> <p>Communication Communicates but not clearly, communication, unclear communication, not clear on what is being asked, does not respond, language not clear or not clear, inconsistent communication, inconsistent response to problems</p> <p>Internal Customer Relationships Cooperative, works with others, flexible, takes initiative, works closely, courteous, takes initiative to work with others in team work, understanding, understands and responds to customer needs, to meet all customer needs, provides information, demonstrates</p> <p>Initiative Shows some initiative that could be necessary, could be consistent, does not use consistent process, suggests improvements, identifies inconsistencies, good ability to work on processes, does not consistently solve problems, inconsistent in solving problems</p> <p>Organizational Skills Has consistent approach, some use of time, consistent scheduling, limited resources, inconsistent attention, ability to communicate with others</p> <p>Quality of Work Communicates but not clearly, could give more attention, attention to all activities, reports on work, shows time to do activities, able to learn independently, able to receive feedback, good organizational skills, able to work independently</p> <p>Self-Management: Personal Skills Shows some but not all skills, attention to all activities, reports on work, shows time to do activities, able to learn independently, able to receive feedback, good organizational skills, able to work independently</p>

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Karin Nielsen-Saines



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