

COMPETENCY RATING CRITERIA

Each Core Competency is individually rated, based on the performance criteria below.

- Scores on each individual competency will be integral (4, 3, 2 or 1)
- No fractions can be used (e.g., no 2.5, 3.7 . . .)

Rating	Criteria
Exceptional	<ul style="list-style-type: none"> • Continuously exhibits the competency behavior • Without exception, performance far exceeds competency expectation for the assignment • Accomplishments make notable contributions the organization and represent the County and agency/department in an exemplary fashion • Serves as an example for how others should effectively display the competency behavior • Qualified for position of significant responsibility
Exceeds Expectations	<ul style="list-style-type: none"> • Consistently displays use of the competency behavior • Consistently contributes to the accomplishment of business objectives • Performance usually exceeds job requirements • Qualified for promotion to a position of additional responsibility
Meets Expectations	<ul style="list-style-type: none"> • Frequently displays use of the competency behavior • Normally meets and sometimes exceeds performance expectations and competencies required for the job • Performance is what is expected of a qualified person for this job
Needs Improvement	<ul style="list-style-type: none"> • Sometimes or less frequently, displays use of the competency behavior • Requires closer supervision than is necessary for the job • Needs intensive development in the more consistent and effective use of competency behavior • Frequently fails to meet performance expectations and core competencies for the job • Overall performance has a negative impact on department operations