



The Employee Performance Continuum

Instructions

Think of everyone on your team and with dots or initials plot the current and planned performance effectiveness levels.

Results represent the ability to accomplish job responsibilities and meet goals. Subsequently the employee must also possess and maintain the requisite job skills.

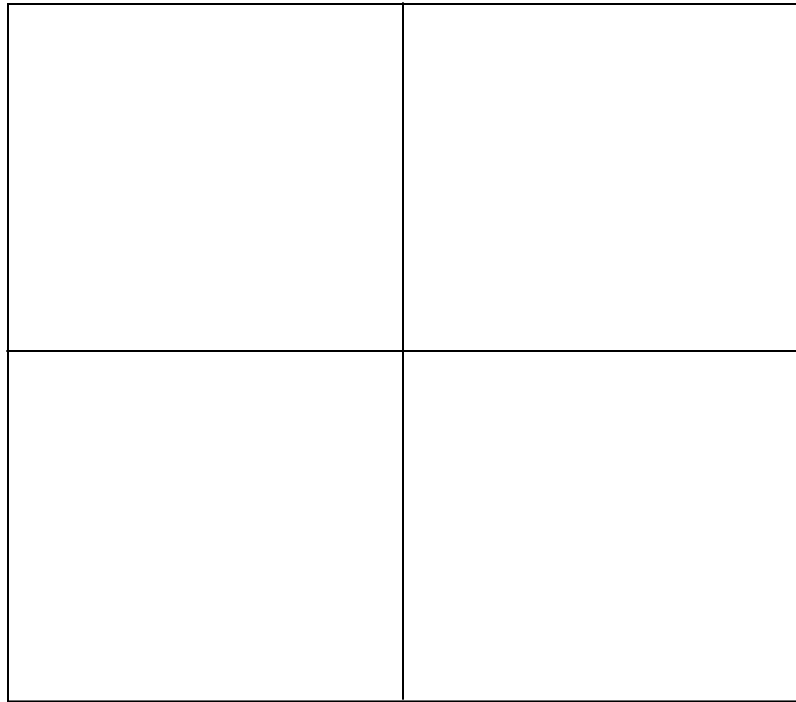
High



Results
↑
Job Responsibilities, Skills, Goals



Low/
Grow



Behaviors

High

Results and Behaviors

The two-dimensional Employee Performance Continuum offers a transparent way to differentiate and “see” employee performance.

Behaviors represent *how* the individual conducts him or herself within the organization. Behaviors can include interpersonal skills, teamwork and collaboration, commitment, motivation, tone, approach, and other defined or implied organizational values or competencies.

The Six Levels of Performance:

Use the Employee Performance Continuum to quickly surface and differentiate performance:

1. High performers
2. Mid-level performers
3. New and developing performers
4. Good interpersonal skills but low output performers
5. High results but disruptive behavior performers
6. Low behavior and low results performers

Training Options

The most critical skill in driving performance to the “upper right” - high results and high behaviors, is creating a culture of performance development conversations. These skills do not come naturally but can be learned.

You’ll find more information under the Training Options page on our website or by contacting us.