

CM-11-24 Appendix B: Performance Management Rating Scale for City Auditor

Highly Effective	<p>Performance is at an exceptional level in all areas</p> <ul style="list-style-type: none"> • Is self directed and capable of dealing with complex issues, without guidance • Leads and manages through challenging issues successfully • Anticipates risk and then manages to a positive outcome • Others seek them out for their expertise • Is an inspiring leader who coaches and contributes to the development of others
Performing Successfully	<ul style="list-style-type: none"> • Valued contributor • Asset to the organization • Quality and quantity of work consistently meets and, on occasion, may surpass performance expectations • Demonstrated ability to deliver results • Knowledge, skills or attitude that meet and/or on occasion exceed expectations • Identifies and seeks opportunities for continuous improvement within the role • Good solid performer, no concerns in ability or effort, successful
Developing	<ul style="list-style-type: none"> • Employee is developing and/or learning a new role/competency • Potential and ability to be fully successful identified
More is Expected	<ul style="list-style-type: none"> • Performance has slipped below expectations • Meets some but not all performance expectations, may be inconsistent • Some improvement needed
Underperforming	<ul style="list-style-type: none"> • Significant and immediate improvement needed • Consistently low work output, may have high error rate or require others to complete the task • Did not meet performance expectations • Performance management plan may be required