Not known/used
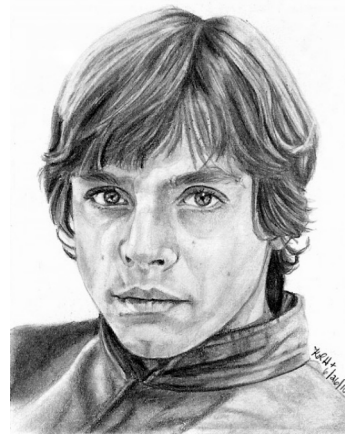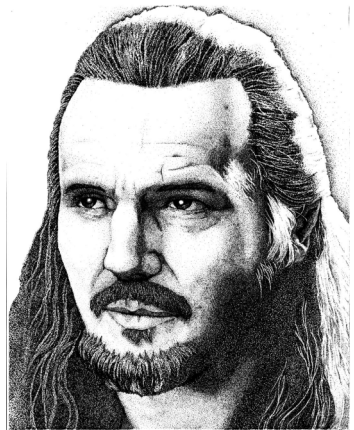
Learning started

Applied, although only few results yet

Regularly gets encouraging results

Part of team's culture

Masterize, teach to others and improve the practice