

Personal Goals: QCSM – catalogue examples	Assignment of catalog examples to the respective employee's groups		
	Technical tasks without leadership function	Sales tasks without leadership function	Technical or sales tasks with leadership function
Quality			
Ensure quality of project, result and work	+	+	+
Increase process reliability in the project	+	+	+
Collaborate, reduce additional work and rework	+	+	+
Measures to initiate quality improvement	+	+	+
Reduce project risks	+	+	+
Error detection and avoidance	+	+	+
Troubleshooting	+	+	+
Implement projects according to specifications	+	+	+
Measure and initiate quality improvement	+	+	+
Develop and implement Lessons Learned Points	+	+	+
Ensure the required work results at the agreed cost and time	+	+	+
Consider tasks of general boundary conditions	+	+	+
Be compliant with the order and maintain cleanliness in the workplace	+	+	+
Apply professionally the necessary working methods and tools	+	+	+
Costs			
Avoid extra work and reworking effort	+	+	+
Collaborate and reduce additional costs through use of efficient development methods	+	+	+
Improve work processes; reduce waste in the workflow	+	+	+
Optimize and improve development of processes, reduce waste in the workflow	+		+
Efficiently apply (plan) design	+	+	+
Ensure resource balancing	+	+	+
Improve development tools	+		+
Be responsible in use of resources	+	+	+
Avoid unnecessary work, focus on demand-oriented resource planning	+	+	+
Delivery service			
Process projects and deliver development results on-time	+	+	+
Improve of customer / supplier relationships (external and/or internal)	+	+	+
Delivery parts on-time (e.g. components, modules) / control development results, material, parts and orders	+		+
Reduce transport costs	+	+	+
Collaborate in the standardization of development processes	+		+
Cooperate in creation of customers proper documentation and presentation	+	+	+
Ensure efficient reporting and information flow	+	+	+
Driving Motivation			
Improve working conditions and workplace design	+	+	+
Timely and content-correct provision of project, task and / or process descriptions	+	+	+
Comply with content of the work instruction and safety regulations	+	+	+
Demonstrate willingness to use flexibility, in the context of operational and personal opportunities	+	+	+
Comply with defined development processes	+		+
Cooperate in the implementation / improvement of higher goals	+	+	+
Willingness to use flexibility, in the context of operational and personal opportunities	+	+	+
Participate in technical or interdisciplinary qualification measures	+	+	+
Support qualification of employees (technical / interdisciplinary)			+
Control efficiently personnel deployment			+