

UltiPro Rating	Definition	Descriptors	Scoring	
<b>Leading Performer</b>	This employee's overall performance and understanding of their role is demonstrably and routinely above expectations.	<ul style="list-style-type: none"> <li>Consistently serves as a role model for expected behaviors</li> <li>Frequently takes initiative and strives for excellence</li> <li>Delivers above expected results/quality of work/follow through</li> <li>Superior communicator</li> <li>Strategically and independently prioritizes work</li> </ul>	3.5 Leading Performer	4 Approaching excellence
<b>Solid Performer</b>	This employee's contributions are consistent and commendable.	<ul style="list-style-type: none"> <li>Consistently demonstrates expected behaviors</li> <li>Consistently delivers as-expected results/quality of work</li> <li>Often takes initiative and is consistently reliable, accountable, and dependable</li> <li>Effective communicator</li> <li>Appropriately prioritizes work with minimal supervision</li> </ul>	2.5 Solid Performer	3.0 Approaching Leading Performer
<b>Developing Performer</b>	This employee occasionally meets expectations and either needs to develop further or overcome setbacks.	<ul style="list-style-type: none"> <li>New to role and learning/ramping up <b>or</b> inconsistent in effectiveness of communications and/or deliverable quality</li> <li>Actively being coached to more consistently deliver results as expected</li> <li>Somewhat inconsistent in demonstrating expected behaviors</li> <li>Learning how to effectively prioritize work</li> <li>Occasionally takes independent initiative</li> <li>May have occasional issues with dependability, judgement, reliability</li> </ul>	1.5 Developing Performer	2.0 Approaching Solid Performer
<b>Low Performer</b>	This employee's overall performance does not meet expectations and immediate improvement plans are required.	<ul style="list-style-type: none"> <li>Frequently delivers unacceptable quality of work</li> <li>Often does not represent company culture and/or values</li> <li>Is not reliably accountable and/or responsible</li> <li>Often demonstrates poor judgement</li> </ul>	.5 Low Performer	1.0 Approaching Developing Performer

## 2022 Ratings Chart