

# GPD Sections - Further Information (1/2)

## Competence Assessment

Please use this section to evaluate the competencies of the associate, document them in the GPD form and explain your decisions to the associate in the one-on-one meeting. The Bosch Competence Model serves as the basis for competence evaluation.

“Competencies” are the characteristics, skills and conduct which are essential for you for the successful mastery of current and future tasks.

The Bosch Competence Model substantiates the competence requirements for associates and managers - today and tomorrow.

It applies to all exempt band levels regardless of the division, functional area and culture. For some functions, particular requirements carry a higher (e.g. result focus for a product area manager) or lower (e.g. specialist knowledge for a person working in a general position) weighting than others.

Please use the **Standard Rating Scale Description** on the following slide to evaluate the your associate’s competencies.

Further information on the Competence Model can be found here: [The Bosch Competence Model](#)

# GPD Sections - Further Information (2/2)

## Standard Rating Scale Description

	Performance	Competence
Unrated	Performance was not rated.	Competence was not rated in relevant criterion or competence was not required to be demonstrated.
Expectations not met	Performance consistently failed to meet expectations and/or reasonable progress toward performance improvement was not observed. Performance is unsatisfactory.	Competence demonstrated consistently failed to meet expectations and/or reasonable progress toward competence improvement was not observed. Competence demonstrated was unsatisfactory.
Below Expectations	Performance did not consistently meet expectations and/or progress toward performance improvement was not fully observed. Performance needs improvement.	Competence was not consistently demonstrated to meet level expected and/or progress toward competence improvement was not fully observed. Competence demonstrated needs improvement.
<b>Meets Expectations</b>	<b>Performance consistently met expectations in all aspects. Rating signifies solid performance.</b>	<b>Competence was consistently demonstrated to the level expected in all aspects. Rating signifies solid competence.</b>
Exceeds Expectations	Performance frequently exceeded expectations.	Competence demonstrated frequently exceeded level expected.
Greatly Exceeds Expectations	Performance consistently and significantly exceeded expectations resulting in an outstanding contribution to the work result.	Competence demonstrated consistently and significantly exceeded level expected resulting in an outstanding contribution to the work result.