SUMMARY EVALUATION SCALE

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| --- | --- | --- |
| Evaluation | Approximate Level | Level “verb” |
| Basic | Analyst | Learning |
| Intermediate | Analyst to Consultant | Doing |
| Advanced | Consultant; Consultant Manager | Sharing |
| Expert | Consultant Manager; Solution Principal; PAL | Creating |
| 99th percentile | PAL, PAD | Leading |

DETAILED EVALUATION SCALE

**NA: Not evaluated**

**0: No Evidence**

**1: Basic:**

1. Recognizes and explains basic solutions with guidance;
2. Familiar with principles, languages, and technologies **relevant to practice**
3. No evidence of programmatic output: repeatable processes or function(s) that identify inefficiencies; reduce repetition; and increase efficiency
4. Majority of experience in non-professional setting (boot camps or online)
5. Proposes solutions using with minimal artifacts or concepts
   1. Uses one or fewer existing [Game of Thrones] artifact per answer

**2: Intermediate:**

1. Recognizes and explains complex solutions with guidance;
2. Experience with principles, languages, and technologies **relevant to practice**
3. Programmatic output **for candidate** (new code for new project)
4. Majority of experience in professional setting
5. Proposes solutions using existing artifacts or concepts
   1. Uses multiple existing [Game of Thrones] artifacts or concepts
   2. No stated assumptions about existing artifacts

**3: Advanced:**

1. Recognizes and explains **trade-offs** with guidance;
2. Proficient with one principle, language, and technology **relevant to practice**
3. Reusable programmatic output **for candidate** (old code for new project)
4. Increased **task** complexity **within practice or company** (teaching self)
5. Proposes solutions using existing & potential artifacts or concepts
   1. Uses multiple existing [Game of Thrones] data artifacts;
   2. Stated assumptions or needed changes to existing artifact(s)

**4: Expert:**

1. Recognizes and explains trade-offs with minimal guidance
2. Proficient with more than one principle, language, and technology **relevant to practice**
3. Programmatic output **for others within practice or company** (old code for new project)
4. Increases in **role** complexity **within practice or company** (teaching others)
5. Proposes solutions using existing and assumed artifacts or concepts
   1. Uses multiple existing [Game of Thrones] artifacts;
   2. States assumptions or needed changes;
   3. Proposes new data artifacts;

**5: 99th percentile:**

1. Recognizes and explains trade-offs with no guidance
2. **Contribution** to one or more principle, language, or technology **relevant to practice**
3. Reusable programmatic output **for others outside of practice or company** (old code for many use cases)
4. Increases in **role** complexity **outside of practice or company** (leading)
5. Proposes solutions using components or concepts that challenge the status quo
   1. You’ll know it when you see it