SUMMARY EVALUATION SCALE

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| --- | --- | --- |
| Evaluation | Approximate Level | Notes |
| Basic | Analyst |  |
| Intermediate | Analyst to Consultant |  |
| Advanced | Consultant; Consultant Manager |  |
| Expert | Consultant Manager; Solution Principal; PAL |  |
| 99th percentile | PAL, PAD |  |

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: (identify inefficiencies; reduce repetition; reusable code, processes, etc.)
4. Majority of experience in academic setting (boot camps or online)
5. Proposes solutions using simple existing components or concepts
   1. Uses one existing [Game of Thrones] data 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: repeatable processes or function(s) that can be applied to **multiple contexts** **by candidate**
4. Majority of experience in professional setting
5. Proposes solutions using complex existing components or concepts
   1. Uses multiple existing [Game of Thrones] data artifact per answer; no stated assumptions about data

**3: Advanced:**

1. Recognizes and explains **trade-offs** with guidance;
2. Proficient with at least one principle, language, and technology relevant to practice
3. Programmatic Output can be applied to a **different context by candidate**
4. Increases in **task** complexity **within practice or company** (teaching self)
5. Proposes solutions using existing & assumed components or concepts
   1. Uses multiple existing [Game of Thrones] data artifacts; states 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 applicable to a **different context by people within practice or company**
4. Increases in **role** complexity **within practice or company** (teaching others)
5. Proposes solutions using existing, assumed & fabricated components or concepts
   1. Uses multiple existing [Game of Thrones] data artifacts; states assumptions or needed changes to existing artifact(s); 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. Programmatic Output applicable to **multiple contexts by people outside of practice or company**
4. Increases in **role** complexity **outside of practice or company** (teaching others)
5. Proposes solutions using components or concepts that challenge the status quo
   1. You’ll know it when you see it