



UNDERSTANDING THE SCALES: IN-YEAR CONTRIBUTION & SKILLS MATURITY

Skills Maturity

Mastery

Considered to be a visionary and market leader, resets direction internally and externally. Challenges the status-quo.

Expert

Viewed as an expert bringing both breadth and depth of information, able to act as an advisor to others. Locked on to innovations and changes in the market and brings them to Capgemini.

Proficient

Has a deep understanding and able to apply skills to both be fully effective in role, and to different situations as they arise.

Building

Progressing in development and proactive in building new skills required for today and the future.

Beginner

At the beginning for a learning journey. May be new to area and needs basic upskilling to be able to apply to their role.

Not Enough Information

The person is still too new in the organization or has been absent for too long to be rated. Also for 'Leadership Skills Maturity' for Grades A&B in many units.

In-Year Contribution

Exceptional

Exceeds by far the standards expected for the role. Usually allocated for a very limited percentage of employees who demonstrate absolute top contribution and skills development.

Exceeding

Consistently delivers beyond expectations and is viewed as a role model in their position. Demonstrates high levels of effort, effectiveness and judgement.

Succeeding

Consistently demonstrates effective performance which is reflective of a fully qualified and experienced individual in position.

Needs improvement

Working towards gaining proficiency in role and focusing on skills development. Delivers most of the priorities defined, if provided additional support and guidance.

Off-Track

Not meeting expectations, remediation required. Not building skills required for role.

Not Enough Information

The person is still too new in the organization or has been absent for too long to be rated.