

THREE C'S FRAME PERFORMANCE FRAMEWORK - CAPABLE, COMMITTED AND CONSISTENT					
1. Critical Thinking 2. Creative Thinking 3. Problem Solving 4. Ownership 5. Culture Fit 6. Learning Potential / Flexibility 7. Technical Skills	Capabilities / Potential	High	Right Opportunities Motivation (Mostly Meets)	EE	Role Model 1. Capable 2. Committed 3. Consistent
		Moderate	Coaching and Support	CME	SEE
		Low	Performance Improvement Plan	Meets Expectation	EE
			Low	Moderate	High
		Commitment / Performance			
		STOP Strategies 1. Systems 2. Trainings & Mentoring 3. Opportunities 4. Processes			
1. Customer Impact 2. Team Impact 3. Extramile deliveries 4. Company First 5. Quality Outputs					