

	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			