We see performance as a mix of what you do and how you do it. We give equal emphasis to achieving performance objectives and in demonstrating our Values or Leadership and Management Behaviours.

*The rating of “Effective” is a positive endorsement of your contribution.* A higher rating is given when fully justified from the evidence relative to role expectations and that required for a highly effective/exceptional performance.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Performance ratings | Improvement Required | Effective | Highly Effective | Exceptional |
| *What you do*Performance and Objectives | * Does not achieve what is required
* Fails to meet expectations of the role
 | * Good and reliable performance
* Meets role expectations
* Achieves most objectives
 | * Very good performance
* Consistently achieves role expectations and *often exceeds them*
* Consistently delivers all key objectives
 | * Outstanding performance
* Consistently exceeds role expectations, often by a significant margin
* Over-delivers on agreed objectives
 |
| *How you do it*Our Values or Leadership and Management Behaviours | * Fails to regularly demonstrate positive behaviours
* May have a negative impact on others
 | * Regularly demonstrates positive behaviours
 | * Demonstrates positive behaviours at all times
 | * Demonstrates behaviours at the highest level at all times
* Is a consistently impressive role model and encourages others to do the same
 |
| *Suggested* *learning* | * A performance improvement plan/probation extension will support you to focus on your gaps to achieve in your current role
* Consider your current gaps and what learning would help you improve
 | * Identify key areas to focus on to progress further in your current role
* Focus on fully and consistently achieving your objectives and behaviours
 | * Identify your strengths and how you can use these more
* Focus on excelling in your role and consider your next career aspiration
 | * Consider your future career aspirations and what learning would support your growth
* You are seen as a role model and could consider mentoring or coaching others to develop them
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