

# ELEMENT POINT RANGES AND BENCHMARK PERFORMANCE STANDARDS TABLE

THIS SHEET MUST BE USED IN CONJUNCTION WITH THE PERFORMANCE PLAN. THE BENCHMARK PERFORMANCE STANDARDS ARE USED TO EVALUATE AND SCORE AGAINST THE ELEMENTS, OBJECTIVES, AND ACTIVITIES LISTED IN THE PLAN.

ELEMENT POINT RANGES	BENCHMARK PERFORMANCE STANDARDS
<p><b>60 55 50 45 40 35 30 25 20 15 10 5</b></p> <p>59 54 49 44 39</p> <p>58 53 48 43 34 29 24</p> <p>57 52 47 42 38 33 28 23 19</p> <p>56 51 46 14</p> <p>55 50 41 37 32 27</p> <p>54 45 36 18 9</p> <p>53 49 26 13</p> <p>52 48 44 40 31 22 17</p> <p>51 47 43 39 35 30 25 21</p> <p>50 46 42 38 34 29</p> <p>49 45 41 37 33</p> <p>48 44 40 36 32 28 24 20 16 12 8 4</p>	<p>Element objectives were achieved with maximum impact through exemplary work that demonstrated exceptional originality, versatility, and creativity. Activities and related tasks were carried out in the utmost effectiveness and reliability, rarely needing room for improvement. Products were of the highest quality. Problems were solved with dedicated perseverance, penetrating insight, meticulous attention to detail, and unprecedented success. Potential sources of conflict were anticipated and avoided through creative alternatives. Cooperation and responsiveness were actively promoted wherever possible. Written and oral communication related to the performance of element activities maximized desired results, forged new cooperative relationships, and increased organizational prestige.</p>
<p>47 43 39 35 31 27</p> <p>46 42 19 15</p> <p>45 41 38 34 26 23</p> <p>44 40 37 33 30 22 11</p> <p>43 39 36 32 29 25 18</p> <p><b>42 35 28 21 14 7</b></p> <p>41 38 17</p> <p>40 37 34 31 27 24 20 10</p>	<p>Element objectives were accomplished effectively and efficiency, with consistently good quality and quality of work. Activities and related tasks were carried out in an efficient, orderly sequence that led to timely, correct, thorough and cost-effective results. Products were above-average in quality and reliability. Accepted procedures were carried out proficiently and constructively, and problems were dealt with skillfully and productive. Written and oral communication related to the performance of element activities were clear and convincing.</p>
<p>39 36 33 30 26 23 19 13</p> <p>38 35 32 29 22 16</p> <p>37 34 31 28</p> <p>36 33 30 27 25 18 15 12 9 6 3</p> <p>35 32 29 26 24 21</p> <p>34 31 28 25 23 20 17 14</p> <p>33 30 27 19 11</p> <p>32 29 26 24 22 16 8</p> <p>31 28 23 21 18 13</p> <p>30 25 20 15 10 5</p> <p>29 27 24 22 17</p> <p>28 26 23 21 19 14 12 7</p> <p>27 25 16 11 9</p> <p>26 24 22 20 18 15 13</p> <p>25 23 21 19 17</p> <p><b>24 22 20 18 16 14 12 10 8 6 4 2</b></p>	<p>Element objectives, activities and related tasks were completed with adequate quality and quantity of work. Products were generally reliable and were delivered without unacceptable delays. Procedures were minimally correct and problems were dealt with satisfactorily. Work methods demonstrated a reasonable degree of cooperation with others. Written and oral communication related to the performance of element activities were generally understandable.</p>
<p><b>UNSATISFACTORY:</b> Work not successfully completed; Failed to follow directions, guidance and procedures; Insufficient technical knowledge/skill; Work did not meet minimum specifications; Routine problems were not resolved satisfactorily; Written and oral communication poor and not understandable; Exhibited uncooperative/unresponsive behavior; Negative impact to organization; Work unacceptably late; Poor leadership skills; Provided no positive direction to staff; Unable to organize and prioritize work and/or wasted time; Ineffective in work with others.</p>	

	ELEMENT #1	ELEMENT #2	ELEMENT #3	ELEMENT #4	ELEMENT #5	ELEMENT #6	TOTAL
WEIGHT							= 100
SCORE							