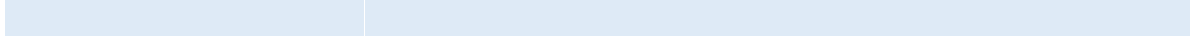


<p>Outdevelopment</p> <ul style="list-style-type: none">• Proactively seeks out new challenges and opportunities; leads team in adapting to new challenges and opportunities• Facilitates and implements improvements in processes, procedures, and operations	<ul style="list-style-type: none">• Work behavior related to this competency often exceeds expectations and consistently shows superior accomplishment. <p>behavior and future development opportunities</p>	<ul style="list-style-type: none">• Recognized as a subject matter expert and resource by employees, peers, supervision, and senior leadership• Work behavior related to this competency often exceeds expectations and consistently shows superior accomplishment.•
<p>Good, solid performance that fully meets milestones and on occasion exceeds milestones</p>		

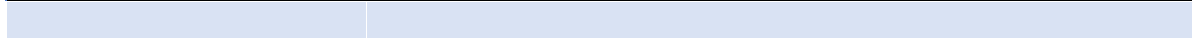
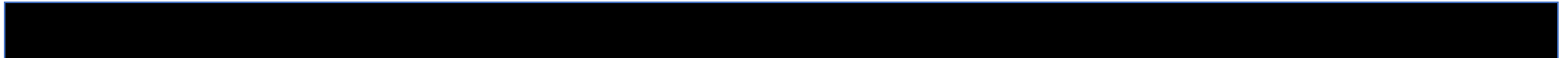


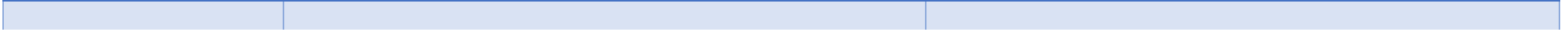












Outstanding performance that



<p>Outstanding performance that consistently exceeds milestones</p>	<ul style="list-style-type: none"> • Takes initiative to look at outcomes and variables previously overlooked • Identifies areas where change will lead to quality and efficiency improvements. • Makes recommendations on change implementation. • Is a role model for championing change (i.e. encourages others to adopt change; makes a good faith effort to implement change solutions) • Establishes channels for colleagues to discuss desired change • Encourages peers to share ideas with management and colleagues • Sees innovative change as a catalyst for improving performance • Actively engages in change initiatives 	<ul style="list-style-type: none"> • Actively works to ensure that unit is change-ready. • Encourages employees to leverage change for further innovation • Formally establishes channels for direct reports and stakeholders to discuss change. • Encourages direct reports to share ideas and devise action plans on those ideas. • Encourages employees to take risk, and develops a culture where failed attempts at innovation are learning opportunities • Actively engages resisters in change
<p>Good, solid performance that fully meets milestones and on occasion exceeds milestones</p>	<ul style="list-style-type: none"> • Work behavior related to this competency often exceeds expectations and consistently shows superior accomplishment. • Communicate with employee about sustainability of this work behavior and future development opportunities 	<ul style="list-style-type: none"> • Work behavior related to this competency often exceeds expectations and consistently shows superior accomplishment. • Communicate with employee about sustainability of this work behavior and future development opportunities
<p>good solid performance that meets all milestones</p>	<ul style="list-style-type: none"> • Identifies critical areas of their job that require change • Willing to hear out peers on change solutions. • -[redacted] 	