employee performance solutions
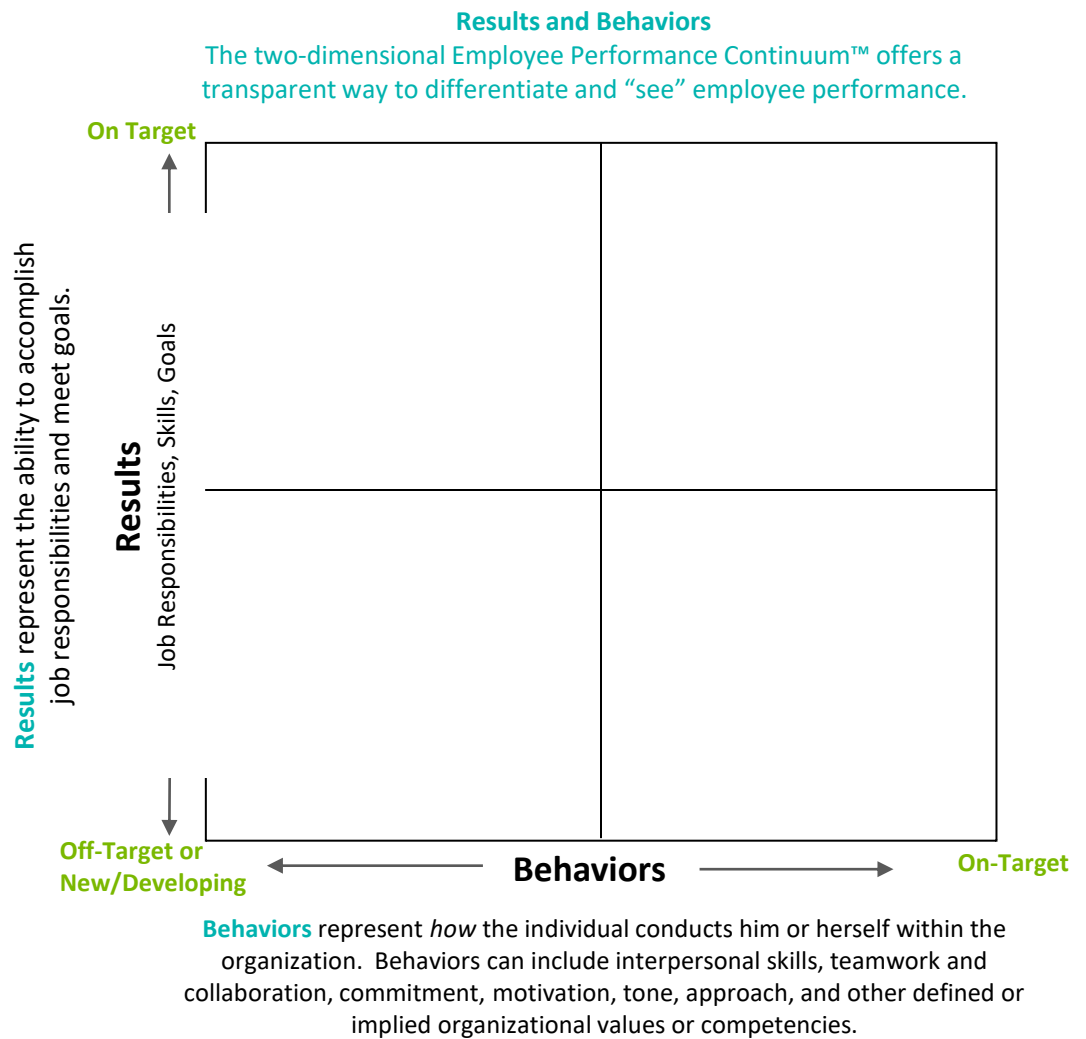
because your employees are your business

How to Measure Performance Without Ratings

The Employee Performance Continuum

Instructions

Think of everyone on your team and with dots or initials plot the current and planned performance effectiveness levels.

Results and Behaviors
The two-dimensional Employee Performance Continuum™ offers a transparent way to differentiate and "see" employee performance.

Results represent the ability to accomplish job responsibilities and meet goals.

Job Responsibilities, Skills, Goals

Results

On Target

Off-Target or New/Developing

Behaviors

On-Target

Behaviors represent *how* the individual conducts him or herself within the organization. Behaviors can include interpersonal skills, teamwork and collaboration, commitment, motivation, tone, approach, and other defined or implied organizational values or competencies.

Five Performance Levels

Use the Employee Performance Continuum to quickly surface and differentiate performance variations:

1. On-Target Work Results and Observable Behaviors
2. New-to-Role and Developing
3. Off-Target Work Results/On-Target Behaviors
4. On-Target Work Results/Off-Target Behavior
5. Off-Target Work Results and Behaviors

Conversations to Accelerate Employee Performance and Potential Program

The most critical skill in driving performance to the "upper right," On-target Results and Behaviors is creating a culture of performance development conversations. These skills do not come naturally but can be learned. You'll find more information on our Website under "Services/Performance Conversations Training Program.

Employee Performance Continuum Origin and Background Frustrated by the inadequacies of traditional performance management, Jamie Resker, Founder and Practice Leader of Employee Performance Solutions, created the Employee Performance Continuum™ (EPC) model. For two decades, she has helped organizations shift time and energy from reviewing past performance to dialogue focused on performance *now and moving forward* through the Conversations to Accelerate Employee Performance and Potential Workshops. The intent is to assess current performance and plan for future contributions. Contact us to learn more about the training, materials, and the cloud platform to track the 10-Minute Questions Conversations and Performance Continuum Plotting data.