PERFORMANCE FRAMEWORK

(Taken from Brivia's CORE Performance Program)

Three Levels of Performance

The three levels of performance is a simple assessment tool that leaders can use to help them determine what sort of performance conversations need to take place with their employees.

PREFERRED

PASSABLE

POOR

To determine the level in which an employee is currently performing, simply ask the question: Knowing what I know now about their performance, would I hire them again for this position?

Preferred: Yes, I would hire them again.
Passable: I'm not sure, however they are meeting the minimum expectations.
Poor: No, I would not hire them again.

The answer to the above question should not be used to determine whether you should remove the employee from their position, rather the answer to the question will determine the type of performance conversation that is required.

Performance at all levels requires on-going feedback.

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Activity – How is your team performing?

In the table below, make note of each of your direct reports, identify which level of performance they currently operate at, and identify what behaviourally they are doing that has them assigned to that level (be as specific as possible)

EMPLOYEE	LEVEL OF PERFORMANCE	BEHAVIOUR/ACTION

That which we permit we promote

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