

Assessment

Some scales use digital designations of ranks, with fractional assessments allowed, while other scales traditionally deal with letter designations.

Example:

Points	Name	Content description
3	Exceeds expectations	In addition to level 2: <ul style="list-style-type: none">• Achieves success by applying competence to solve particularly complex problems
2	Meets expectations	<ul style="list-style-type: none">• Successfully applies competence to solve standard and new work tasks• All elements of competence appear stably and systematically
1	Improvements needed	<ul style="list-style-type: none">• Successfully uses competencies to solve only standard, simple work tasks• Shows competence in solving new problems, but achieves only partial success• Elements of competence are manifested unstably, from case to case
0	Doesn't meet expectations	<ul style="list-style-type: none">• Does not use competence in his work• Exhibits behavior that is opposite to that described in the competency

A company can use several scales and the application allows you to create an unlimited number of scales.

The approved scales are used:

- In 360 assessment;
- When compiling competency profiles;
- When planning individual development plans (IDP).

The scale structure in the appendix has three columns:

- Points;
- Title;
- Substantive description.

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