

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

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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