

P4	C7	1 NEEDS IMPROVEMENT	2 MEETS REQUIREMENT	3 EXCEEDS REQUIREMENTS	4 EXCEPTIONAL
CREATIVE/INNOVATIVE: The ability to think of original and imaginative solutions to problems.					
2	2	Lacks creativity; pursues the easiest solution for all problems; does not enjoy trying new ideas or working "outside the box."	Applies basic decision making processes to see multiple solutions for situations with little complexity; Will try new ideas with some guidance.	Uses solid critical thinking skills to find solutions to most situations without assistance	Creates unique and imaginative solutions to problems regardless of their complexity.
Comments: Not much to Expose on here.					
INITIATIVE: The desire to take responsibility for one's work and success.					
3	3+	Consistently needs close supervision to complete tasks and perform work; often blames others.	Takes responsibility for own work; willing to learn from mistakes; requires minimal daily supervision.	In addition to assigned work, frequently finds additional tasks to be done; requires little daily supervision.	Enjoys contributing "above and beyond" on a regular basis; seeks out opportunities for learning and personal/professional growth; able to work well independently.
Comments: You definitely go "above + beyond", but sometimes you need to make sure you are not overstepping your bounds. This can easily create friction in the workplace.					
PROBLEM SOLVING/DECISION MAKING: The ability to identify issues and make practical choices.					
3	3	Needs help to identify the problem and realistic solutions.	Identifies and solves basic problems independently.	Explores options and considers alternative solutions when solving problems.	Identifies potential problems and proposes preventative action.
Comments: Yes, at least in the limited exposure I have HAD.					
SELF-MANAGEMENT					
COMPOSURE: The ability to remain calm and focused in work-related interactions.					
2	2+	Unable to maintain self-control at all times.	Handles self well around others; behaves appropriately with little correction required.	Uses self-management and self-discipline skills without prompting.	Possesses excellent coping skills – never appears overwhelmed by personal or work-related problems.
Comments: Again, just Be aware of when to share and not. otherwise, you are always composed and show great mastery of your emotions.					