

## Differentiating Staff Worksheet

	<b>High</b>	<b>Medium</b>	<b>Low</b>
<b>Definition</b>	<p>Comes to work on time                      Good attitude                      Problem solves                      You relax when you know they are scheduled                      Good influence                      Use for peer interviews                      Five pillar ownership                      Brings solutions</p>	<p>Good attendance                      Loyal most of the time                      Influenced by high and low performers                      Want to do a good job                      Could just need more experience                      Helps manager be aware of problems</p>	<p>Points out problems in a negative way                      Positions leadership poorly                      Master of We/They                      Passive aggressive                      Thinks they will outlast the leader                      Says manager is the problem</p>
<b>Results</b>	Exceeds goals	Achieves goals	Does not achieve goals
<b>Professionalism</b>	Adheres to unit policies concerning breaks, personal phone calls, leaving the work area, and other absences from work.	Usually adheres to unit policies concerning breaks, personal phone calls, leaving the work area, and other absences from work.	Does not communicate effectively about absences from work areas. Handles personal phone calls in a manner that interferes with work. Breaks last longer than allowed.
<b>Teamwork</b>	Demonstrates high commitment to making things better for the work unit and organization as a whole.	Committed to improving performance of the work unit and organization. May require coaching to fully execute	Demonstrates little commitment to the work unit and the organization.
<b>Knowledge &amp; Competence</b>	Eager to change for the good of the organization. Strives for continuous professional development.	Invested in own professional development. May require some coaching to fully execute.	Shows little interest in improving own performance or the performance of the organization. Develops professional skills only when asked.
<b>Communication</b>	Comes to work with a positive attitude.	Usually comes to work with a positive attitude. Occasionally gets caught up in the negative attitude of others.	Comes to work with a negative attitude. Has a negative influence on the work environment.
<b>Safety Awareness</b>	Demonstrates the behaviors of safety awareness in all aspects of work.	Demonstrates the behaviors of safety awareness in all aspects of work.	Performs work with little regard to the behaviors of safety awareness.