



Objective of the Job Scorecard

To provide clear goals, expectations, and feedback so that each member of the team can significantly multiply their contribution to the company and to their own success.

1. Purpose of This Job:

Why this position exists. The overall and ultimate purpose within the organization.

2. Desired Results:

Visible and measurable evidence of success in this role.

3. Skills, Traits and Competencies:

Specific skills, traits and competencies necessary to be successful in this role.

4. Key Responsibilities:

Specific actions, tasks or areas of responsibility this role will oversee.

5. Living Our Core Values:

Behavior demonstrating an understanding of and alignment with the company’s stated Core Values.

Success Criteria

Use the success criteria chart below to rate Results, Skill Level, and Core Values for this exercise.

Criteria	SuperGreen	Green	Yellow	Red
Desired Results	Delivers & exceeds objective results	Achieves results > 75%, quick to adjust and Improve	Achieves results > 50%. Often needs coaching	Achieves < 50%. Shows little capacity to achieve results
Skills, Traits & Competencies	Expert and consistent demonstration of this skill under all circumstances	Consistent, uses this skill to deliver desired results > 75% of the time, getting stronger	Demonstrates this skill >50% of the time. Working on and improving	Demonstrates this skill < 50% of the time. Has difficulty assimilating this skill
Responsibilities	Owens & consistently fulfills this task and initiates continuous improvement ideas	Owens & consistently fulfills this task	Task is sometimes completed, but needs more ownership and consistency	Task is often left incomplete
Core Values	Lives them even when personally detrimental	Consistent, even at expense of short term results	Buys into values, but falls short under pressure	Gives lip service. Uses Core Values to benefit self
Rating (1-10)	9,10	6,7,8	4,5	1, 2, 3



1	Name & Date					
	Job Position & Who I Report To					
	Purpose of This Job					
2	Desired Results [Circle current RYG]	KPI	SG (A+)	Green	Yellow	Red
					Between G/R	
					Between G/R	
					Between G/R	
3	Skills, Traits & Competencies	Rate	Comments			
4	Key Responsibilities	Rate	Comments			
5	Living Our Core Values	Rate	Comments			

Note: Rate on a scale of 1 - 10 based on the rating chart provided