Good Performance

Poor Performance

Quality of Work

Accurate, neat, attentive to detail, consistent, thorough, high standards, follows procedures.

Dependability

Consistent attendance, punctuality, reliability, follows regulations completely.

Communication

Adept at oral and written communication, shares information with peers and supervisors, handles internal and external communications.

Internal/External Relationships

Agreeable constructive, flexible, helps without begin asked, handles customers/vendors/outsiders, seeks and maintains good relationships, expedites orders and projects.

Judgment.

Tactful, displays sensitivity common sense, maintains confidentially, makes sound decisions, sizes up situations, take appropriate actions.

Organizational Abilities

Set realistic priorities, organizes time, set schedules, meets deadlines, completes projects on time, use time well, does not waste time, ability to coordinate with others.

Volume of Work

Keeps up with work load, meets crash deadlines when necessary, steady, consistent, willing to put in extra effort.

Job Knowledge/Technical Skills

Knows what has to be done, seldom need instruction, proficient in all technical aspects of job, knows how to run equipment, able to work independently, able to instruct, guides and trains others, understands safety/security procedures and

Quality of Work

Increase in number of errors, lacks attention to detail, inconsistency in quality, not thorough, work often incomplete, diminished standards of work produced, does not follow procedures.

Dependability

Absenteeism, multiple instances of unauthorized leave, excessive sick leave, frequent Monday and/or Friday absences, repeated absences.

Communication

Diminished oral and written communication, misuses information for personal gain or to hurt others, tells peers and supervisors/managers too much or too little, misinterprets information received, covers up problems.

Internal/External Relationships

Disagreeable, openly mistrusts many people, edgy, easily and frequently angered and hurt, rigid, unable to work with others in new ways, deteriorating relationships with various contacts, overreacts to real or perceived criticisms, unstable relationships, blames others.

Judgment

Tactless, says things that hurt co-workers, clients or customers, does not use common sense, illogical reasons for behaviors, violates confidentiality, poor ability to size up situations, does not understand the whole picture, inattentive to safety procedures.

Organizational Abilities

Sets unrealistic priorities, poor use of time, inefficient scheduling, missed deadlines, incomplete projects, inability to coordinate with others.

Volume of Work

Overwhelmed by realistic workload, work piles up, makes commitments and does not meet them, unavailable for extra work, rigid, cannot increase workload when needed, volatile, easily upset, inconsistent pace of work.

Job Knowledge/Technical Skills

Doesn't know what has to be done, frequently needs instructions, not keeping pace with technical development of job, does not use equipment properly, unable to work independently, does not instruct, guide or train others.

Word Choice Reference For Describing Performance

Pauline Rea-Dickins, Kevin Germaine

Word Choice Reference For Describing Performance:

Performance Management System R K Sahu, 2009 A Comprehensive book from Dr R K Sahu renowned HR consultant passionate corporate Trainer with inputs out of his vast experience of working for over 360 companies like A C C BALCO Delphi Electrolux EID Parry Eicher Motors GRASIM Hindustan Lever Hindustan Zinc Hero Honda Indian Oil Corp KRIBHCO Kanoria Chemicals MICO Mitshubishi NTPC NALCO Pepsi Parle Products Ployplex Corporation PPAP Ranbaxy Sona Koyo Tata Motors whirlpool etc to name a few A complete guide for HR Professionals Consultants Professors of Human Resource Development Management Students Enterpreneurs Trainers and all individuals who want to understand the concept of Performance Management System Implement it in the organisation A practical treatise covering all the facets of Performance Management System including l Performance Planningl Performance Monitoring Coachingl Performance Measurement Feedbackl Performance Linked Reward Development Planl Common Understanding of organisation's priorities goals and shareholder value driversl Clear Expectations for individual and group Contribution towards shareholder value creationl Capability built through feedback coaching and Counsellingl Commitment towards Corporate s shareholder value creation based on meaningful work and rewards **Essentials of Assessment Report Writing** Elizabeth O. Lichtenberger, Nancy Mather, Nadeen L. Kaufman, Alan S. Kaufman, 2012-06-12 Instructive guide to preparing informative and accurate assessment reports for a variety of individuals and settings Assessment reports are central to the diagnostic process and are used to inform parents clients and clinicians among others about academic problems personality functioning neuropsychological strengths and weaknesses behavioral problems and the like Essentials of Assessment Report Writing provides handy quick reference information using the popular Essentials format for preparing effective assessment reports This book is designed to help busy mental health professionals quickly acquire the knowledge and skills they need to write effective psychological assessment reports Each concise chapter features numerous callout boxes highlighting key concepts bulleted points and extensive illustrative material as well as test questions that help you gauge and reinforce your grasp of the information covered This practical guide focuses on efficiently and effectively communicating referral and background information appearance and behavioral observations test results and interpretation summary and diagnostic impressions and treatment recommendations The authors provide examples of both good and bad case report writing and highlight ethical issues and topics relevant to presenting feedback Essentials of Assessment Report Writing is the only pocket reference illustrating how to prepare an effective assessment report Scoring Rubrics in the Classroom Judith Arter, Jay McTighe, 2001 A practical guide to more effective assessment for improved student learning Learn how to be more consistent in judging student performance and help your students become more effective at assessing their own learning This book offers a practical approach to assessing challenging but necessary performance tasks like creative writing real world research projects and cooperative group activities Judith Arter and Jay McTighe experts in the field of assessment wrote Scoring Rubrics in the

Classroom to help you achieve three main goals Clarify the targets of instruction especially for hard to define problem solving Provide valid and reliable assessment of student learning Improve student motivation and achievement by helping students understand the nature of quality for performances and products Each chapter is framed by an essential question and includes illustrative stories practical examples tips and cautions and a summary of key points and recommended resources for further information The resources section contains a wealth of rubrics to adopt or adapt Teachers and administrators will find this an essential resource in increasing teacher effectiveness and student performance Handbook of Financial Decision Making Gilles Hilary, David McLean, 2023-08-14 This accessible Handbook provides an essential entry point for those with an interest in the increasingly complex subject of financial decision making It sheds light on new paradigms in society and the ways that new tools from private actors have affected financial decision making Covering a broad range of key topics in the area leading researchers summarize the state of the art in their respective areas of expertise delineating their projections for the future English Language Arts, Grade 10 Module 2 PCG Education, 2015-12-14 Paths to College and Career Jossey Bass and PCG Education are proud to bring the Paths to College and Career English Language Arts ELA curriculum and professional development resources for grades 6 12 to educators across the country Originally developed for EngageNY and written with a focus on the shifts in instructional practice and student experiences the standards require Paths to College and Career includes daily lesson plans guiding questions recommended texts scaffolding strategies and other classroom resources Paths to College and Career is a concrete and practical ELA instructional program that engages students with compelling and complex texts At each grade level Paths to College and Career delivers a yearlong curriculum that develops all students ability to read closely and engage in text based discussions build evidence based claims and arguments conduct research and write from sources and expand their academic vocabulary Paths to College and Career's instructional resources address the needs of all learners including students with disabilities English language learners and gifted and talented students This enhanced curriculum provides teachers with freshly designed Teacher Guides that make the curriculum more accessible and flexible a Teacher Resource Book for each module that includes all of the materials educators need to manage instruction and Student Journals that give students learning tools for each module and a single place to organize and document their learning As the creators of the Paths ELA curriculum for grades 6 12 PCG Education provides a professional learning program that ensures the success of the curriculum The program includes Nationally recognized professional development from an organization that has been immersed in the new standards since their inception Blended learning experiences for teachers and leaders that enrich and extend the learning A train the trainer program that builds capacity and provides resources and individual support for embedded leaders and coaches Paths offers schools and districts a unique approach to ensuring college and career readiness for all students providing state of the art curriculum and state of the art implementation **Reinventing Communication** Mark Phillips, 2016-04-08 In his ground breaking book Reinventing

Communication Mark Phillips shows how even the most mature organization can fail to deliver successful projects and worse how this can lead to an organization s demise With clear examples Mark reveals the underlying principles at work and introduces a revolutionary new technique for harnessing the power of communication to ensure long term success For organizations of all sizes this book changes the way we think about management and leadership Mark makes his case by looking at teams and individuals that set out to deliver ambitious achievements in complex and challenging environments We meet the leadership team that built the F 18 Super Hornet fighter jet one of the US Navy s most successful programs We discover the untraditional approach to risk used in building a new terminal at London's Heathrow airport We draw lessons on corporate survival from the cat and mouse fight against IED s in Afghanistan and are introduced to a website where online video gamers solved a critical piece of the AIDS puzzle using their gaming prowess Reinventing Communication is about creating the conditions for performance and attaining long term success Whether a start up a global enterprise or a government agency this book shows us how to deliver ambitious achievements by getting communication right It is a book that no manager leader or innovator should be without A Compendium of Neuropsychological Tests Elisabeth Sherman, Jing Tan, Marianne Hrabok, 2023-04-25 The Compendium is an essential guidebook for selecting the right test for specific clinical situations and for helping clinicians make empirically supported test interpretations BL Revised and updated BL Over 85 test reviews of well known neuropsychological tests and scales for adults BL Includes tests of premorbid estimation dementia screening IQ attention executive functioning memory language visuospatial skills sensory function motor skills performance validity and symptom validity BL Covers basic and advanced aspects of neuropsychological assessment including psychometric principles reliability test validity and performance symptom validity testing

Academic Language in Diverse Classrooms: Mathematics, Grades K\[]2 Margo Gottlieb, Gisela Ernst-Slavit, 2013-03-12 Help your students unlock important mathematical concepts If youve ever watched a student struggle with learning math concepts you know that academic English can sometimes create stumbling blocks to understanding To grasp complicated concepts build skills and demonstrate achievement students need to master academic language in math But how do you teach academic language when youre so busy teaching math With this guide youll build a curricular framework that integrates language and cultural supports with math content during lesson planning implementation and reflection Youll learn to Understand the role of language within the math principles of the Common Core Identify potential obstacles to understanding Incorporate academic language into standards referenced unit targets and lesson objectives Collaborate with ELL specialists to help students access the curriculum Each grade specific chapter models the types of interactions and learning experiences that help students master both math content and academic language This essential book shows you why mastery of academic language is the key to students academic success

Powerful Practices for High-Performing Special Educators Robert Kaufman, Robert Wandberg, 2015-05-26 Special education

teachers face unique challenges especially when they are just beginning This essential resource offers special educators a blueprint for dealing with the most common challenges they face both in the classroom and in the larger school environment These research based strategies help teachers meet the academic needs of diverse students with disabilities including those who are also English language learners in areas such as setting up a classroom managing student behavior designing effective instruction incorporating technology embracing diversity and more Each chapter features An overview and objectives A brief research review Step by step strategies that can be used immediately Examples and scenarios from real teaching experiences Self assessments and reflections This all in one reference book offers the tools strategies and support special educators need for success in their first year and every year thereafter **Encyclopedia of School Psychology** Steven W. Lee, 2005-04-27 The Encyclopedia of School Psychology provides both an introduction to the field and a way for experienced practitioners to gain a deeper understanding of how school psychology has progressed to match the demands of the 21st century BOOK JACKET Psychological Assessment in the Workplace Mark Cook, Barry Cripps, 2005-06-24 This book covers the assessment of people within the workplace Written in jargon free language it offers a guide to psychological assessment that can be used by managers in their everyday work Each chapter will specifically cover an assessment practice and then explore the issues surrounding it following this discussion with a case study Ideas for test selection guidance on assessment centre practice and illustrations of successfully worked exercises are also included **Evaluating Clinical Competence in the Health Professions** Margaret K. Morgan, David M. Irby, 1978 How to Give Effective Feedback to Your Students Susan M. Brookhart, 2008 A teacher's feedback on student schoolwork can be a powerful force for learning if it contains a helpful message and is delivered with certain considerations in mind But what kind of content makes a feedback message helpful to a student And what kinds of strategies work best for delivering feedback In How to Give Effective Feedback to Your Students Susan M Brookhart answers these questions by describing important elements of feedback content focus comparison function valence clarity specificity and tone and strategy timing amount mode and audience Grounded in what researchers have learned about effective feedback the book provides practical suggestions and classroom examples that demonstrate what to do and not do to have a positive impact on students In addition to general guidelines for good feedback readers will learn what kinds of feedback work best in the various content areas and how to adjust feedback for different kinds of learners including successful students struggling students and English language learners Done well feedback has a two pronged effect it influences cognitive factors by helping students understand where they are in their learning and where they need to go next and it influences motivational factors by helping students develop a feeling of control over their own learning Taken together these factors explain why learning how to give good feedback should be at the top of every teacher s to do list Evaluation Pauline Rea-Dickins, Kevin Germaine, 1992-07-16 Part of a scheme for teachers who want to deepen their knowledge in order to improve their professional skills whether they are on in service

courses or working with colleagues in teacher development groups **School-Based Interventions for Students with Behavior Problems** Julie Bowen, William R. Jenson, Elaine Clark, 2003-12-31 Although there are several books published on behavioral problems this is the first book that provides a variety of proven classroom strategies in a step by step format that educators can implement and incorporate into their classroom routine and curriculum A helpful reference and instructional guide of over 100 interventions for managing and reducing behavior and learning problems in children and adolescents Each intervention is written in an easy to follow format which includes the targeted behavior age group goal materials needed implementation steps and troubleshooting ideas Leadership and Management: Theory and Practice Kris Cole, 2018-09-01 Leadership Management Theory Practice by Kris Cole focuses on comprehensive coverage of the core management units within the Diploma of Leadership and Management BSB51915 and Certificate IV in Leadership and Management BSB42015 This market leading textbook provides students with rigorous information while balancing the key topics with a practical approach through real life case studies examples and problem solving techniques It uses everyday business terms and language putting management in a context that makes it easy to understand for all types of learners Leadership Management Theory Practice enables students to strengthen skills in areas such as managing poor performance being more directive and solving problems permanently It is noted for its application across industry sectors and different types of business The **Presentation of Self in Contemporary Social Life** David Shulman, 2016-04-28 The Presentation of Self in Contemporary Social Life covers the popular theories of Erving Goffman and shows modern applications of dramaturgical analysis in a wide range of social contexts David Shulman's innovative new text demonstrates how Goffman's ideas first introduced in 1959 continue to inspire research into how we manage the impressions that others form about us He synthesizes the work of contemporary scholars who use dramaturgical approaches from several disciplines who recognize that many values social norms and laws have changed since Goffman's time and that contemporary society offers significant new forms of impression management that we can engage in and experience After a general introduction to dramaturgical sociology readers will see many examples of how Goffman's ideas can provide powerful insights into familiar aspects of contemporary life today including business and the workplace popular culture the entertainment industry and the digital world *Performance* Standards: High school New Standards (Organization),1997 **Methodologies for Effective Writing Instruction in EFL** and ESL Classrooms Al-Mahrooqi, Rahma, 2014-10-31 Educators continue to strive for advanced teaching methods to bridge the gap between native and non native English speaking students Lessons on written forms of communication continue to be a challenge recognized by educators who wish to improve student comprehension and overall ability to write clearly and expressively Methodologies for Effective Writing Instruction in EFL and ESL Classrooms brings together research and practices for successful written communication teaching among students of diverse linguistic backgrounds With technological advancements and resources educators are able to implement new tools into their lesson plans for the benefit

of their students This publication is an essential reference source for professionals educators and researchers interested in techniques and practices for written communication in English language teaching geared towards non native English speaking students *Essentials of Rorschach Assessment* Jessica R. Gurley,2016-10-19 Essentials of Rorschach Assessment provides an invaluable resource for clinicians offering the only step by step guidance toward all aspects of the Rorschach Comprehensive System and Rorschach Performance Assessment System R PAS Beginning with an overview of the tests history and development the discussion delves into each test separately before placing the two side by side for direct comparison of administration coding and interpretation The same case study is used for both tests providing a start to finish example of how the Comprehensive System and R PAS differ and practical resources including checklists charts and sample forms help ease implementation use and transition Thorough explanations break down the jargon and technical language to give clinicians a clearer understanding of both tests without sacrificing precision or depth of information providing a quick and easy reference for Rorschach personality assessment

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