

How Do You Measure?

I found this article to be so spot on, that I am sharing it with you this month. It is written by Rebecca Reese, an HR Specialist who believes in performance-driven cultures. She believes that it starts at the beginning new hires are made, that the best employees cultivate it every day, and the top managers recognize and reward performance. Here's what she wrote about the attributes of exceptional performance:

Resourceful

- You find ways over, under, around and through barriers
- You have an extreme ability to identify key points and deliver results to solve complex problems
- You're open-minded and consistently find solutions
- You're not defeated by obstacles
- You intelligently separate what must be done well *now*, and what can be improved *later*

Track Record

- You regularly exceed expectations of managers, clients and peers
- You believe quotas—or minimum expectations—are just tools to measure mediocre performance; you are instrumental in consistently raising the bar
- You continue to build an exceptional track record meeting and exceeding deadlines
- You're routinely considered a top performer in your field and are self-motivated to stay on leading edge information and knowledge

Communication

- You listen well so you can better understand and react fast
- You're concise and articulate in speech and writing
- You think strategically, and can articulate what you are, and are not trying to do
- You are able to decipher different approaches from your peers and communicate accordingly

Energy

- You're extremely self-motivated and display high energy throughout the business day
- You accomplish amazing amounts of work and are driven to succeed
- You demonstrate consistently strong performance, so colleagues can rely upon you
- You focus on delivery of great results, regardless of traditional (or minimum) work hours

Intelligence

- You're a quick study who can rapidly perform complex analyses
- You're highly motivated to learn and don't let your skills become irrelevant
- You're insightful and have a strong business acumen
- You don't have difficulty understanding and coping with new, complex situations
- You maintain poise in emotional situations

Innovation

- You re-conceptualize issues to discover practical solutions to hard problems
- You challenge prevailing assumptions when warranted, and suggest better approaches
- You create new ideas that prove useful
- You're able to minimize complexity and find ways to simplify

Tenacity

- You have a “can do” attitude; you do not cower when faced with adversity
- You identify specific business goals/priorities and aggressively pursue them until you achieve the final result

- You make tough decisions without excessive agonizing and with minimal direction
- You take smart risks to accomplish tasks and move the business forward

Passion

- You thrive in a competitive environment
- You identify and deliver results to be THE market leader with integrity
- You inspire others with your desire for excellence

Adaptable

- You show a high capability of adjusting and succeeding in an always-changing environment
- Change does not paralyze your ability to deliver results
- You're quick to take accountability for your actions and bounce back from mistakes
- You don't get hung up on processes

Self-awareness

- Ability to recognize your strengths and weakness and own them; you're reflective and learn from experience
- Understand potential perception of your actions and how to effectively adapt your style based on the situation
- Ability to be confident, decisive and make sound decisions despite uncertainties
- You don't personalize another's behavior or place blame for your actions

So, how do you measure against this list? Can you name specific examples when you displayed each characteristic? Would your boss agree with you?