Lominger Ten Performance Dimensions

(Every employee will be rated on these ten competencies)

1. Quantity of Output of Work
   Quantity or amount of work produced personally or from a group or team on assignments/tasks/projects/products/services without regard to any other factors like quality or timeliness of the work.

2. Timeliness of Delivery of Output
   Timely delivery of goods and services in terms of schedules, deadlines, goals and targets without regard to other factors like quality and resourcefulness.

3. Quality of Work Output
   The quality of goods and services produced in terms of errors, waste and rework required to meet standards, not considering other things like timeliness or quantity.

4. Use of Resources
   The efficiency of use of time, money, materials and people to produce the required goods and services without considering other factors like timeliness or quality.

5. Customer Impact/Value Added
   The extent to which the goods and services produced meet the expectations of the internal and external customers.

6. Freedom From Unplanned Support
   The amount and intensity of supervision and support necessary to perform up to standard.

7. Team/Unit Contribution
   Unrelated to personal or group performance, is helpful to others in the unit or organization in getting work done or setting a tone of cooperation.

8. Productive Work Habits
   The extent to which overall work style is effective and productive in terms of time management, setting objectives and priorities, and following up on commitments across a variety of work challenges.

9. Adding Skills and Capabilities
   The extent to which any capabilities were added to the current portfolio of skills, attitudes and knowledge in order to get work done and build for the future.

10. Alignment and Compliance: Walking the Talk
    The extent to which this person behaves in a way that is aligned with the values, culture and mission of the organization without regard to how well they do their work.