



## Performance review criteria

*The performance criteria are intended as a basis for discussion. The starting point of the performance review is the employee's performance in relation to the operation's objectives, i.e. how well the employee has carried out the assignments they are expected to perform as well as the employee's ability to take responsibility.*

### **Knowledge**

Demonstrated ability to utilise theoretical and practical skills important to the operation.

### **Work effort**

Demonstrated ability to contribute to the operation's objectives through efficient work effort. Ability to deliver results in time as well as being able to determine the amount of work needed for a specific task.

### **Power of initiative**

Demonstrated ability to identify areas that can be improved and, through independent action, find concrete and practical applicable solutions and methods.

### **Ability to make contacts and cooperate**

Demonstrated ability to estimate the need for contact with others (individuals, organisations, the general public, etc.) and being able to establish such contacts in an efficient and confidence-building way. Ability to work toward common goals with others in a respectful way.

### **Judgement**

Demonstrated ability to make decisions adapted to the situation, and to predict the consequences of a certain action in a given situation.

### **Structure and flexibility**

The employee's demonstrated ability to plan, structure and prioritise their own work. The employee's ability to change their working methods in line with the operation's needs when tasks or conditions change.

### **Sense of responsibility**

Demonstrated ability to actively contribute to the development of the operation. Ability to take personal responsibility for the shared work environment.