### RATING GUIDELINES

### Superior

Performance is exceptional and rarely achieved by others. Consistently achieves results well in excess of prescribed standards.

### Commendable

Performance exceeds the normal requirements on a consistent basis.

### Meets Standards

Regularly meets standards prescribed for the position. A solid overall performance.

### Marginal

Performance does not meet basic standards prescribed for the position. Improvement required.

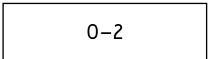
A "3" is considered a normal, average, good worker who meets standards. Whatever your standards are, 70-90% of your staff should be a "3".

### PERFORMANCE LEVEL











### THE WAY YOU INTERACT WITH FELLOW EMPLOYEES

Optimum Control

### PERFORMANCE LEVEL

### Staff Relations

Consistently demonstrates Attentive, Courteous, and Efficient service to other staff. Anticipates fellow workers' needs and responds to requests for help. Creates a friendly environment.

#### Team Player

Cooperates and works well with others. Helps other staff every day to get ready for service. Is enthusiastic, portrays a positive demeanor and works toward company goals.

Understands that it is everyone's job to do whatever it takes to get the day's work done.

### Follow-through

Sees tasks through to completion. Finishes work so the next shift is prepared.



### THE WAY YOU INTERACT WITH CUSTOMERS

Optimum Control

### PERFORMANCE LEVEL

### **Customer Relations**

Consistently demonstrates attentive, courteous, and efficient service to customers Treats customs with consideration and respect.

### THE WAY YOU PRESENT YOURSELF

### Grooming Standards

Practices and displays proper grooming, hygiene, and personal care per Employee Manual. Maintains hair and facial hair per standards.

#### Uniforms

Always wears the proper uniform. Uniform is always clean.



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### THE WAY YOU DO YOUR JOB

Optimum Control

### Dependability

Can be counted upon to do what is expected and required. Follows instructions and completes work on time with minimum supervision.

### Quality of Work

Work performed according to Chef's standards and work requirements. All job description specifications are met. Consistency in work. Recipes are followed.

### Quantity of Work

Completes the expected amount of work in relation to standards.

### PERFORMANCE LEVEL

