

Top Grading Talent

Rank each employee in your department on a scale of 1-10 (10 being the best). The results will provide a basis for ranking your employee group from top to bottom and should be considered as part of the process for re-hiring and retaining decisions.

Employee Name:				
CULTURE FIT - Do they believe and support the club's purpose and live the core values?				
ENGAGEMENT - Do they take pride in their work and regularly contribute discretionary effort (ie. Performing above and beyond their position description)? Are they committed?				
JOB/SKILL MASTERY - Do they demonstrate required knowledge and understand the nuances and technical aspects of their role?				
TEAMWORK - Do they get along with co-workers, collaborate well, and look to help others when the need arises?				
DEPENDABILITY - Do they show up for work on time, dress appropriately, take responsibility, and complete tasks/ assignments as expected?				
SERVICE DELIVERY - Do they consistently enhance the member experience and embrace the opportunity to serve others?				
FRIENDLINESS - Do they, or would they, receive high marks from members on their "overall friendliness"? Are they likeable?				
PERFORMANCE - Do they produce quality work, meet established goals, achieve objectives, and produce results?				
PROMOTION POTENTIAL - Do they have what it takes to grow within the organization and assume increased responsibilities in the future?				
BRAND LOYALTY - Do they "ride for the brand" and have they stayed connected, interested, and helpful during the shutdown.				
AVERAGE RANKING:	0	0	0	0