

Performance Management Competency - Standards Example

CUSTOMER SERVICE

Understands that all employees have external and/or internal customers that they provide services and information to; honors all of the agency's commitments to customers by providing helpful, courteous, accessible, responsive, and knowledgeable service.

NEEDS IMPROVEMENT	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS
Completeness Fails to provide or begrudgingly provides minimal service; fails to identify or resolve customer service issues.	Willingly provides assistance and useful information; takes appropriate actions to remedy customer service issues.	Anticipates customer needs and goes "the extra mile"; prevents future occurrence of issues.
Professionalism Fails to greet customers politely; is not attentive to customer needs; inappropriately reacts to situations rather than being empathetic to the needs of the customer.	Greets customers respectfully; listens attentively to verify understanding of their needs; remains patient, calm and polite in all situations.	Maintains a professional demeanor at all times; is attentive to customer, even during busy periods; acts respectfully to defuse even the most difficult situations.
Availability/Timeliness Is difficult to contact in person or over the phone; takes an unreasonably long time in responding to requests and issues.	Is easy for the customer to contact in person or over the phone; responds promptly to requests and issues.	Makes self fully available to the customer; consistently responsive to requests exceeding customer expectations.
Communication Fails to confirm or understand customer needs; does not respond or provides limited or partial service or answers.	Seeks out, confirms and understands customer needs and/or problems; responds appropriately answering questions as completely as possible.	Anticipates changing customers' needs and adapts; provides needed information even if the customer does not know exactly what to ask for.

Managerial Performance Standards

BM King



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Table of Contents Managerial Performance Standards

1. Understanding the eBook Managerial Performance Standards
 - The Rise of Digital Reading Managerial Performance Standards
 - Advantages of eBooks Over Traditional Books
2. Identifying Managerial Performance Standards
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Managerial Performance Standards
 - User-Friendly Interface
4. Exploring eBook Recommendations from Managerial Performance Standards
 - Personalized Recommendations
 - Managerial Performance Standards User Reviews and Ratings
 - Managerial Performance Standards and Bestseller Lists

5. Accessing Managerial Performance Standards Free and Paid eBooks
 - Managerial Performance Standards Public Domain eBooks
 - Managerial Performance Standards eBook Subscription Services
 - Managerial Performance Standards Budget-Friendly Options
6. Navigating Managerial Performance Standards eBook Formats
 - ePub, PDF, MOBI, and More
 - Managerial Performance Standards Compatibility with Devices
 - Managerial Performance Standards Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Managerial Performance Standards
 - Highlighting and Note-Taking Managerial Performance Standards
 - Interactive Elements Managerial Performance Standards
8. Staying Engaged with Managerial Performance Standards
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Managerial Performance Standards
9. Balancing eBooks and Physical Books Managerial Performance Standards
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Managerial Performance Standards
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Managerial Performance Standards
 - Setting Reading Goals Managerial Performance Standards
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Managerial Performance Standards
 - Fact-Checking eBook Content of Managerial Performance Standards
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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