1st Quartile

- New to job and field, has little or no direct, related prior experience
- On steep learning curve, building both skills and knowledge as well as ability to handle job responsibilities

2nd Quartile

- Performs some/most job responsibilities effectively
- Possesses all/most of the base knowledge and skill requirements, but may need to build upon them through experience
- May still be learning some aspects of job or developing expertise to handle them more independently and effectively
- Exhibits many or most desired competencies to perform job successfully

3rd Quartile

- Performs all aspects of job effectively and independently
- Experienced in the job and possesses required knowledge and skills
- Exhibits desired competencies to perform job successfully
- Seasoned and proficient at building job responsibilities

4th Quartile

- Expert in all job criteria
- Possesses broad and deep knowledge of own area as well as related areas
- Possesses depth and breadth of experience in the job, specialized skills and significant value
- Serves as expert resource and/or role model/mentor to others in similar jobs or to other areas