Employee Performance Continuum Snapshot

On-Target Results with Off-Target Behavior

Top Performance

Solid Performance

Promoted 3 months ago

New and Growing

Off-Target Results *and* Off-Target Behavior

On-Target Behavior with Off-Target Results

On-Target

Grow

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Off-Target **Observable** On-Target
Behaviors
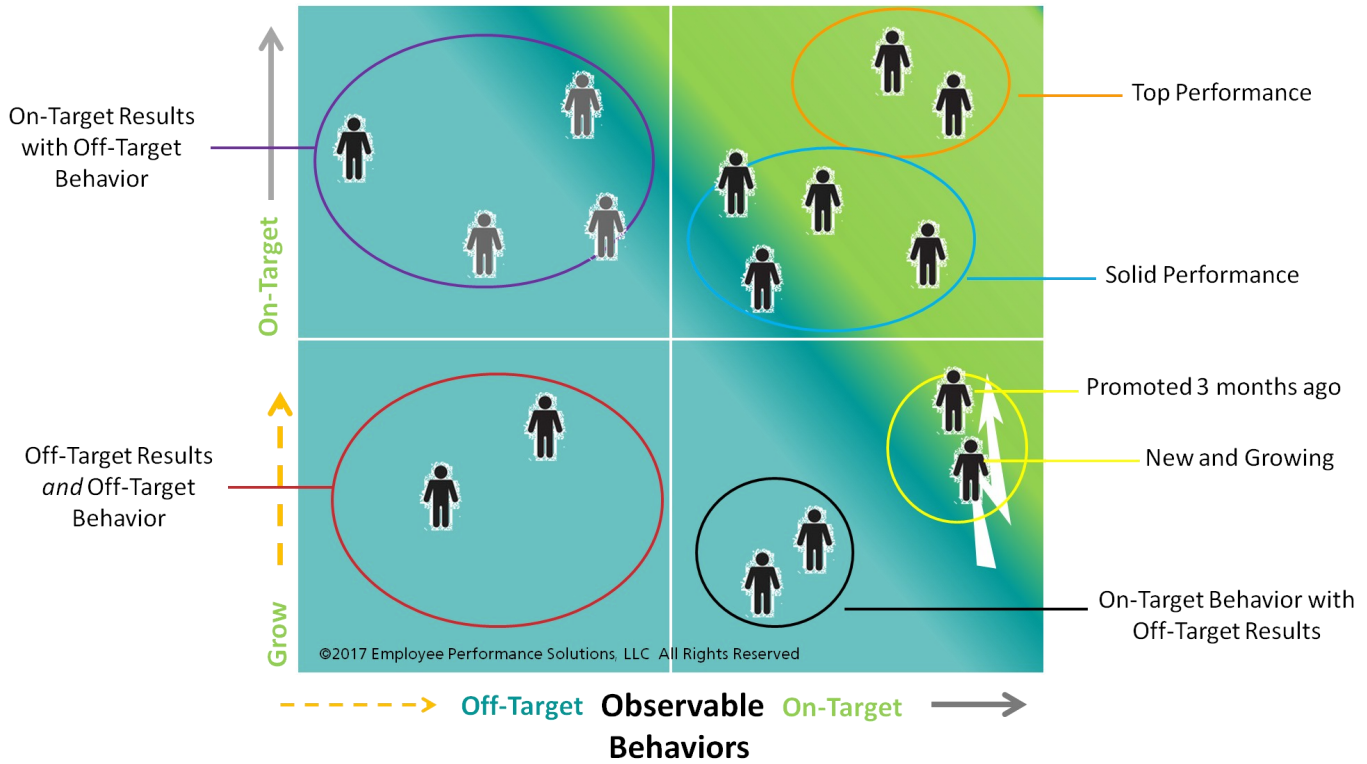
Pay for Performance Sample Merit % Guidelines

2.5%	3 - 3.25%	3.75-4%	4.25-4.5%	4.5-5%
2%	3%	3.5 - 3.75%	4 - 4.25%	4.25-4.%
1.5%	2.75%	3.25 – 3.5%	3.5 – 3.75%	3.75 – 4%
	1.5%	2.5 – 3%		
...........0%		............0%		

Adjust this to meet your organization's needs.