



DevelopU Ratings

- **Developing**
 - Performance partially meets expectations but falls short in key areas.
 - Employee requires additional support and development to fully meet job requirements.
 - **Example:** Inconsistent in overall performance; shows potential but needs guidance to improve performance.
- **Meets Expectations**
 - Performance consistently fulfills job requirements and meets expected standards.
 - Employee works independently and effectively in all key areas of responsibility.
 - **Example:** Reliably completes assigned tasks on time with expected quality; effectively manages core responsibilities.
- **Exceeds Expectations**
 - Performance consistently surpasses expected standards, demonstrating exceptional skills and adding significant value.
 - Employee makes outstanding contributions that go beyond basic job requirements and positively influence team or organizational success.
 - Employee demonstrates strong initiative, innovation, and leadership qualities.
 - **Example:** Consistently delivers high-quality work while anticipating others' needs and proactively supporting team success.
- **Too New to Rate: Employee has been with CeriFi less than 90 days.**