



Department of the Interior
SES Performance System – “Results Driven” Performance Element
Frequently Asked Questions

“Results Driven” performance requirements must be measurable and results-focused. What does this mean?

A measurable performance requirement is one that can describe the desired result using metrics. The most commonly used metrics are quantity (how much), quality (how well), timeliness (how quickly) and cost-effectiveness (how much time or money saved).

A results-focused performance element directly supports achieving a strategic goal. In other words, you are providing a meaningful contribution or make a significant difference that brings this agency closer to achieving one of its strategic goals.

How many performance requirements are required under the “Results Driven” performance element?

Minimum of 3 and no more than 5.

How will the “Results Driven” performance element be rated?

To determine the rating level for the Results Driven element, each individual performance requirement will be rated against the performance standard definitions in the SES Performance Management System Description, Section 6, and any other defined performance indicators, measures, or standards for that particular performance requirement. Rating Officials will determine the overall rating for the Results Driven element as follows:

Outstanding – A majority of the performance requirements for the Results Driven element are rated Outstanding.

Exceeds Fully Successful – A majority of the performance requirements for the Results Driven element are rated at least Exceeds Fully Successful with none below Fully Successful.

Fully Successful – A majority of the performance requirements for the Results Driven element are rated at Fully Successful with none below Fully Successful.

Minimally Satisfactory – One or more performance requirements for the Results Driven element are rated at Minimally Satisfactory with none below Minimally Satisfactory.

Unsatisfactory – One or more performance requirements for the Results Driven element are rated at Unsatisfactory.

If the performance requirements are equally divided between Outstanding and Exceeds Fully Successful, then the overall rating will be at the Exceeds Fully Successful level. If the performance requirements are equally divided between Exceeds Fully Successful and Fully Successful, the overall rating will be at the Fully Successful level.

Here is a matrix on how to determine the overall rating:

# Outstanding	# Exceeds Fully Successful	# Fully Successful	Rating for Results Driven Element
Three Performance Requirements			
3			Outstanding
2	1		Outstanding
1	2		Exceeds Fully Successful
2		1	Outstanding
1		2	Fully Successful
1	1	1	Exceeds Fully Successful
	3		Exceeds Fully Successful
	2	1	Exceeds Fully Successful
	1	2	Fully Successful
Four Performance Requirements			
4			Outstanding
3	1		Outstanding
2	2		Exceeds Fully Successful
1	3		Exceeds Fully Successful
3		1	Outstanding
2		2	Fully Successful
1		3	Fully Successful
2	1	1	Exceeds Fully Successful
1	2	1	Exceeds Fully Successful
1	1	2	Fully Successful
	4		Exceeds Fully Successful
	3	1	Exceeds Fully Successful
	2	2	Fully Successful
	1	3	Fully Successful
		4	Fully Successful
Five Performance Requirements			
5			Outstanding
4	1		Outstanding
3	2		Outstanding
2	3		Exceeds Fully Successful
1	4		Exceeds Fully Successful
4		1	Outstanding
3		2	Outstanding

2		3	Fully Successful
1		4	Fully Successful
3	1	1	Outstanding
2	2	1	Exceeds Fully Successful
2	1	2	Exceeds Fully Successful
1	3	1	Exceeds Fully Successful
1	2	2	Exceeds Fully Successful
1	1	3	Fully Successful
	5		Exceeds Fully Successful
	4	1	Exceeds Fully Successful
	3	2	Exceeds Fully Successful
	2	3	Fully Successful
	1	4	Fully Successful
		5	Fully Successful

What happens if I am rated Minimally Satisfactory on one or more of my performance requirements under the “Results Driven” element?

A rating of Minimally Satisfactory on any performance requirement under the “Results Driven” element will result in a Minimally Satisfactory rating for the “Results Driven” element. This does not mean you will receive an automatic Minimally Satisfactory overall rating on your performance appraisal. However, it will significantly reduce your overall rating and will likely result in a Minimally Satisfactory overall rating.

What happens if I am rated Unsatisfactory on one or more of my performance requirements under the “Results Driven” element?

A rating of Unsatisfactory on any performance requirement under the “Results Driven” performance element will result in an Unsatisfactory rating for the “Results Driven” element and an overall Unsatisfactory rating for the performance appraisal.