

<b>Empowers/Delegates to Others</b>		
<b>Unacceptable (1)</b>	<b>Meets Expectations (3)</b>	<b>Far Exceeds Expectations (5)</b>
Misses opportunities to allocate decision-making authority and/or task responsibility to others.	Allocates decision-making authority and/or task responsibility to others.	Follows through in the allocation of decision-making authority and/or task responsibilities to others. Appropriately resolves challenges that arises.
Fails at time to evaluate each employee's ability to perform new, challenging work, and potential training needed to be successful.	Evaluates each employee's ability to perform new, challenging work, and potential training needed to be successful.	Consistently, in all cases, evaluates each employee's ability to perform new, challenging work, and provides potential training need to be successful.
Struggles with sharing information on department goals/strategies to enhance employee interest, understanding, and engagement.	Shares information on department goals/strategies to enhance employee interest, understanding, and engagement.	Enthusiastically shares information on department goals/strategies to enhance and inspire employee interest, understanding, and engagement.
Does not empower employees to take risks, is unsupportive of them when things go wrong and discourages them to learn from setbacks and failures.	Empowers employees to take risks, supports them when things go wrong and encourage them to learn from setbacks and failures.	Actively empowers employees to take risks, supports and guides them when things go wrong and encourages them to learn from setbacks and failures.
Is not open to inviting team to assist in making important decisions; does not solicit their input.	Invites team to assist in making important decisions; solicits their input.	Encourages and invites team to assist in making important decisions, actively solicits and considers their input.

Please be mindful of different cultural norms and neurodiverse populations when applying these standards