

May 7, 2008

Consider Substituting the Word “Outstanding” with “Role Model” on Your Evaluation Tool

ANOTHER WAY TO REDEFINE PERFORMANCE AND BEHAVIOR EXPECTATIONS

BY: **DAN FERDINAND**

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If you can define “*what it looks like*” to be an outstanding direct care-giving employee, [you might also be describing the perfect role model for others to emulate](#). I believe referring to someone as a “role model,” instead of using the term “outstanding,” has the potential to assist in the very difficult undertaking of building and sustaining a better workforce. Consequently, consider changing your performance evaluation tool to reflect “role-model” as the highest level of achievement instead of “outstanding” or a numeric designation. Also, if you don’t have a career-ladder for your direct care-giving staff, or the one you have can be improved, give strong consideration to rewarding your role models with better pay and status. As I am sure you are aware, [retention of your best staff has to be a priority and this suggestion might help you to grow a better and committed workforce](#).

If you are interested in learning more about this subject matter or other ones, please visit my website at www.momentumhrservices.com. I am offering all new clients a free two-hour consultation with no strings attached.

Daniel Ferdinand
Principal
Momentum HR Services
Expert and Affordable HR Services to the NFP Community
847-902-6101
danferdinand@momentumhrservices.com
www.momentumhrservices.com