



Creating the Future

MISSION AND VISION FOCUS

Shows understanding of and commitment to the UC mission and vision.

Core Behavioral Anchors –

1. Uses the organization's mission and vision as guideposts for decision-making.
2. Connects individual role and aligns goals in fulfillment of the UC mission and vision.
3. Inspires others to achieve the mission and vision of the organization and the University.

Management Behavioral Anchors –

1. Clearly communicates a team mission and vision that aligns with University goals.
2. Harnesses information and opportunities to more effectively achieve the mission and vision of the organization and the University.
3. Proactively builds an environment where all team members strive to excel.

Met Few Expectations (MFE)	Met Some Expectations (MSE)	Successfully Met Expectations (SME)	Far Exceeded Expectations (FEE)
Is not able to integrate multiple activities and resources into a cohesive, actionable project.	Has difficulty marshaling and informing resources to work together to achieve desired outcomes.	Organizes, informs and supports resources to achieve goals.	Effectively influences, informs, and mobilizes resources—staff, stakeholders, technical experts—to achieve shared vision, mission, and goals.
Fails to identify mobilize resources to achieve program goals.	Has difficulty identifying and aligning resources to achieve desired outcomes.	Aligns program goals with talent and resources needed to achieve them.	Thoughtfully selects the right people to execute project plans by aligning goals with the talent needed to achieve them. Identifies and addresses resource gaps.
Does not follow an orderly method of setting objectives, scoping out difficulties, detailing work, or planning for task co	Does not have a clear picture of unit or University goals; lacks perspective to pull elements into a strategic view; plans often lack substance and specificity.	Creates effective plans: defines purpose and outcomes; breaks complex tasks into process steps, prioritizes activities, itemizes resources and estimates costs.	Creates innovative, ambitious plans which align with unit and University goals and serve as reliable roadmaps to desired outcomes.