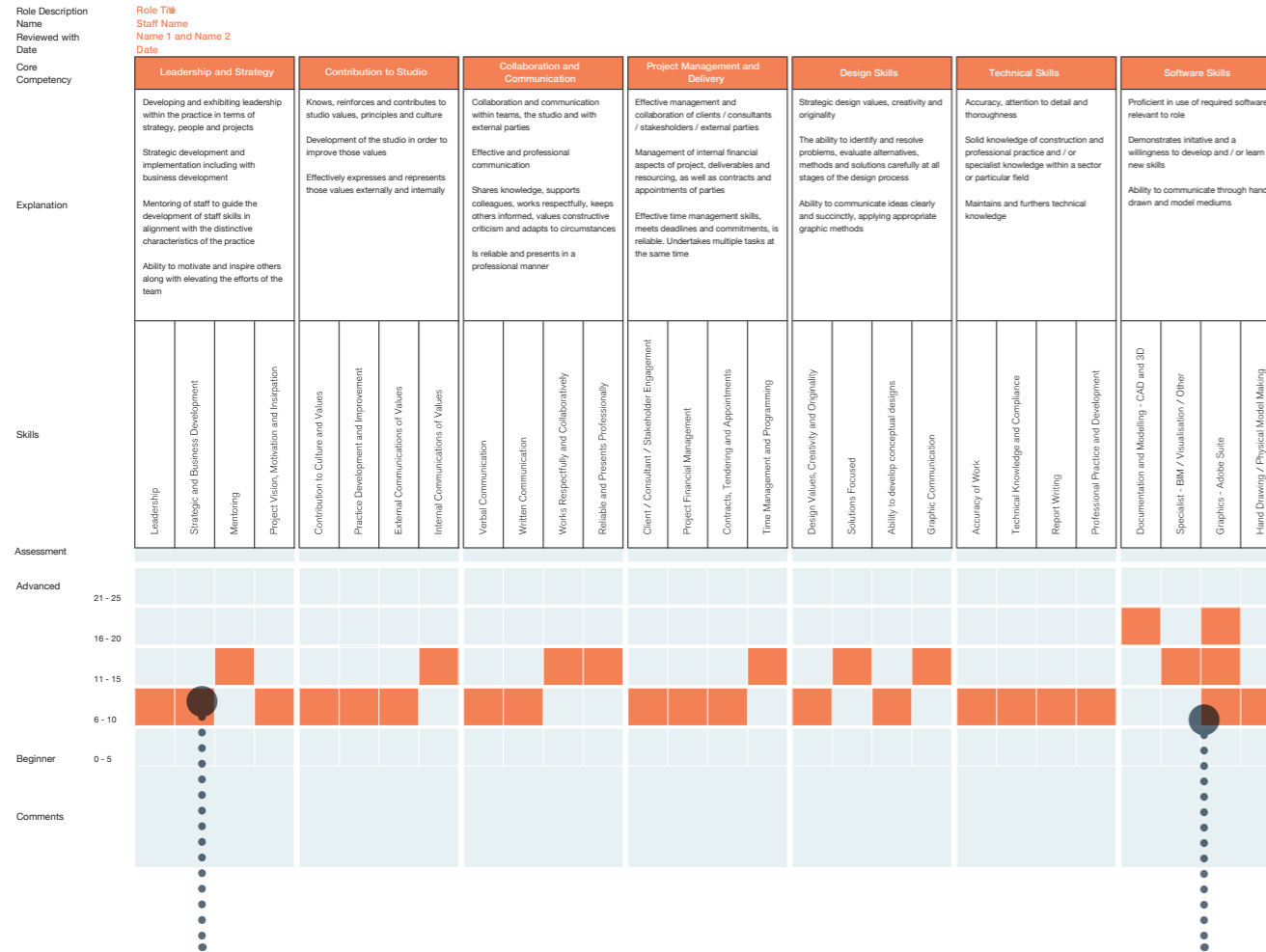


Baseline

A visual map is created, which indicates the expectations for each role level within the studio.



Shape of the map

- The shape of the map will vary for each role level and is defined by the expectations of the studio.
- Each skill may have different weighting, depending on the culture of the studio.

Creating the Baseline

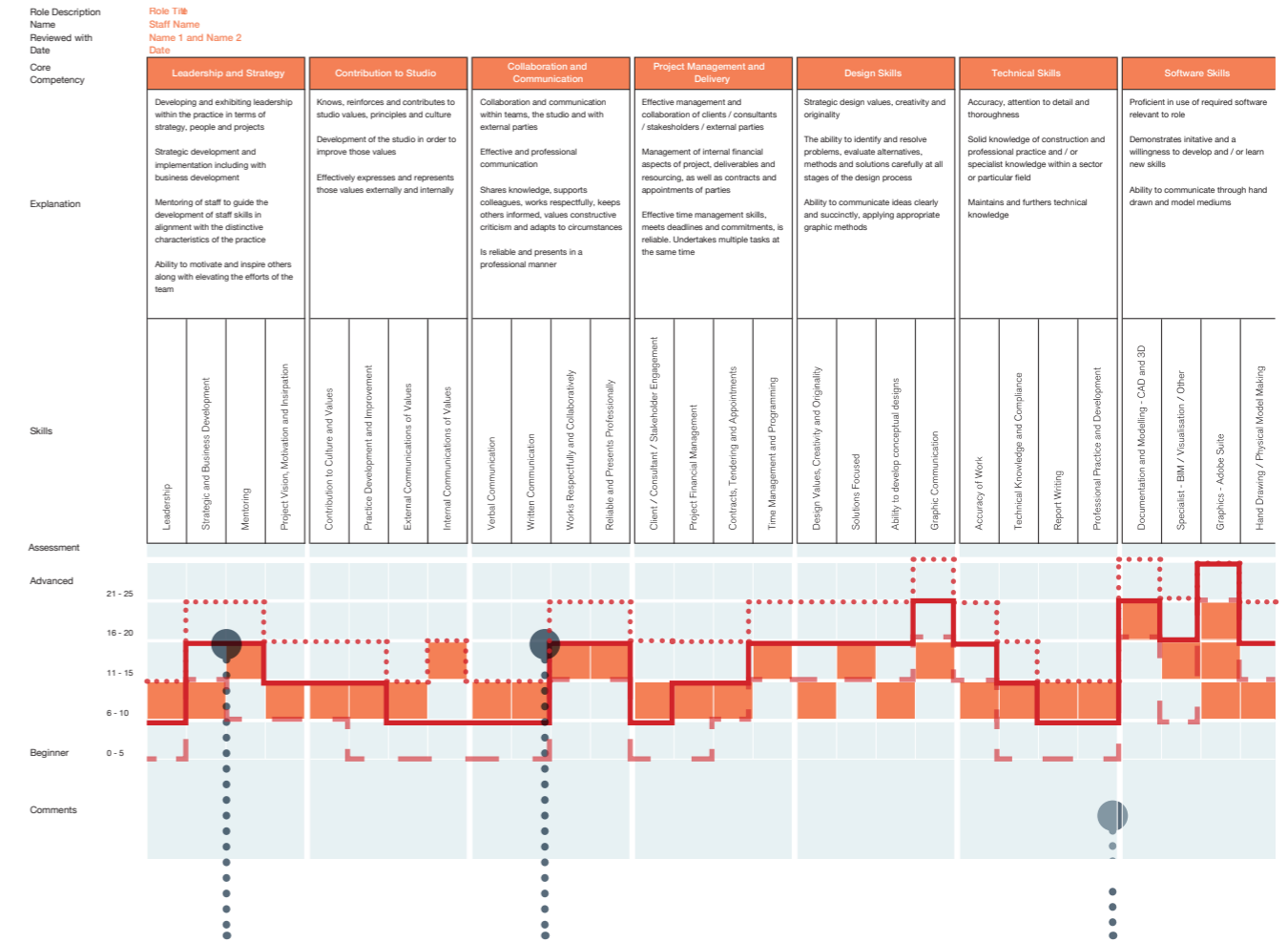
- The baseline may be formed by the average of a survey of all staff, or from a working group who determine the expectations of the studio.
- The baseline will be relative to the assessment scale, however each individual will be assessed compared to the baseline for their role only.

Range of Baseline

- Some core areas or skills may require a broader range, rather than a single band. For example, a range might be particularly relevant for software skills

Individual Assessment

A visual comparison is created, which highlights the individual's performance as compared to the baseline for their role level.



Shape of the line

- The shape of the line indicates the performance of an individual at the time of the review.
- The line can be formed by an average of self assessment and 360 degree peer reviews, or the practice may wish to plot all lines individually.
- Several lines can be plotted, for example the past review, the current review and the desired future goals.

Visual Map

- A map clearly shows where the individual is excelling compared to the baseline of their role. It also highlights where further development may be required and a personal action plan can be agreed upon.
- The map can clearly show how an individual may have progressed from the previous review and where they aspire to be in the future.

Comments

- A comments section is a valuable way to capture specific observations about the individual's performance or skills.

Future Aspiration
Current Review ———
Previous Review - - -