

Key Elements of the Performance Review

These elements are designed to evaluate your performance, all the elements are aligned with the Be One UT values. They include:

Key Element	Be One UT Value
<p>Accomplishments</p> <p>The extent to which the employee meets expectations in performing the job functions of his/her position as defined in documentation such as the position description (PD), annual work plan, etc.</p> <p>How they align: Accomplishment represents the ability to achieve the desired outcomes and strive for excellence consistently. It aligns with being bold and impactful, as individuals who demonstrate accomplishment make a significant and positive difference in their work. The competency of accomplishment also aligns with the value of excelling in all we do, as it reflects a commitment to continuous improvement and outstanding performance.</p>	<p><i>Excel in all we do - Committing to continuous improvement and outstanding performance</i></p> <p><i>Bold and impactful - Serving the state by tackling grand challenges</i></p>
<p>Service and Relationships, Interpersonal/Communication Skills, and Collaboration</p> <p>The extent to which the employee's behaviors are directed toward fostering positive working relationships in a diverse workplace, respect for fellow workers, and cooperation with students, customers, and visitors.</p> <p>How they align: Service and building relationships with diverse individuals and communities align with embracing diversity and fostering unity. It demonstrates a commitment to inclusivity, collaboration, and forging meaningful connections to achieve collective impact.</p>	<p><i>Embrace diversity - Respecting the individual and organizational uniqueness that makes us stronger</i></p> <p><i>United and connected - Collaborating internally and externally for greater collective impact</i></p>
<p>Accountability and Dependability</p> <p>The extent to which the employee contributes to the department's effectiveness and the University's overall mission. (NOTE: Time off approved under FMLA may not be considered.)</p> <p>How they align: Accountability and dependability demonstrate integrity, openness, and a sense of responsibility towards the University of Tennessee community. They contribute to fostering a culture of trust and transparency within the organization. Effective communication skills enable individuals to embrace diversity by fostering inclusive conversations and understanding different perspectives. Transparent and trusted communication builds integrity, openness, and accountability within the organization.</p>	<p><i>Transparent and trusted - Fostering integrity through openness, accountability, and stewardship</i></p>

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<p>Adaptability and Flexibility</p> <p>The extent to which the employee exhibits openness to new ideas, programs, systems, and/or structures.</p> <p>How they align: Adaptability demonstrates a positive and visionary mindset, embracing change and envisioning future possibilities. It aligns with the values of being optimistic, visionary, nimble, and innovative, as it encourages individuals to embrace new challenges and adapt in a rapidly evolving environment.</p>	<p><i>Nimble and innovative - Inspiring creative and transformational action</i></p> <p><i>Optimistic and visionary - Empowering courageous leadership</i></p>
<p>Decision Making and Problem Solving</p> <p>The extent to which the employee makes sound and logical job-related decisions that are in the University's best interest. (As applicable, this element includes developing and managing human and fiscal resources within the framework of university policy.)</p> <p>How they align: Problem-solving abilities help tackle grand challenges and drive innovative solutions. They enable individuals to think critically, adapt to change, and find creative ways to address complex issues, aligning with bold, impactful, nimble, and innovative values.</p>	<p><i>Bold and impactful - Serving the state by tackling grand challenges</i></p> <p><i>Nimble and innovative - Inspiring creative and transformational action</i></p>