FIVE-POINT RATING SCALE RATIONALE

In response to the 2030 Calling, InterVarsity is creating systems to help all staff thrive. For ALL to thrive, we need shared language to talk about development, and we need engagement in a shared conversation as staff move throughout the organization.

Creating a clear and consistent Five-point rating system coupled with our 9 Leadership Competencies and performance goals enables skill development and assessment of proficiency in one's role. From a supervisor's perspective, the supervisor must be able to make data-informed decisions when it comes to promotions, pay increases, and development opportunities.

A scale and system that provides a common language and framework helps promote equity and objectivity. From the perspective of a supervisee, having a standard scale helps individuals understand what's expected of them in the same areas of promotions, what drives pay raises, and the rationale for skills development.

Navigating career opportunities, identifying needed growth areas, and readiness for future roles becomes more transparent when ratings describe your current performance and delineate what's needed at the next level or in different positions throughout the organization. As we have grown in both size (# of employees) and impact (# of campuses) involved, the task of stewarding our greatest resource (you!) is made more accessible when talent is visible and more objectively measurable. The five-point scale that InterVarsity is using provides an effective way to foster stewardship of our organization's talent, borne out by actual practice and in available research.

Identifying organization-wide training needs and being able to highlight our collective strengths is facilitated by clear and consistent assessment. While no system is ever "perfect," a shared system of 1-5 Ratings tied to the rating of our Leadership Competencies and performance goals makes us more agile and able to respond to organizational needs to ensure that ALL staff have an opportunity to thrive.