

Highly Effective

- Knows all regulatory limitations
- Is comfortable with nuances of regulations
- Provides interpretations of regulations is usually correct
- Knows history and precedence of regulations

Minimally Competent

- Knows key regulations and who to ask
- Aware of own limitations
- Backs out of situations and asks others as necessary
- Will contact others
- Recognizes gray areas
- Makes errors (e.g. document errors, administrative errors) but not fatal ones
- Has been exposed to most situations but have to look up things
- Knows to go to several sources
- Knows when judgment is allowed
- Checks regulations before performing services
- Reviews own work before submitting it

Ineffective

- Unaware of own limitations
- Does not know when he is in over his head
- Does one thing for a long time but not well-rounded with experience
- Is unaware that some regulations exist
- Is unaware of industry standards and practices
- Proceeds without any review or sufficient consultation
- Expects errors to be caught during review instead of reviewing own work
- Performs services as requested by client or allowed budget/schedule