

<b>Highly Effective</b>
<ul style="list-style-type: none"> <li>• Knows most investigation and remediation limitations</li> <li>• Is comfortable with nuances of investigation rationale and methods</li> <li>• Provides interpretations of investigation results are usually correct</li> <li>• Knows current and emerging remediation technologies and their application for most contaminants</li> </ul>
<b>Minimally Competent</b>
<ul style="list-style-type: none"> <li>• Knows standard investigation procedures and remedial approaches and who to ask</li> <li>• Aware of own limitations and limitations of reliance on data for the site</li> <li>• Backs out of situations and asks others as necessary</li> <li>• Will contact others</li> <li>• Recognizes gray areas in terms of data interpretation</li> <li>• Is competent in fundamental fields involved in profession, e.g., hydrogeology, chemistry</li> <li>• Makes errors (e.g. document errors, administrative errors, investigation errors) but not fatal ones</li> <li>• Has been exposed to most situations but have to look up things</li> <li>• Knows to go to several sources</li> <li>• Knows when judgment is allowed</li> <li>• Checks technical references before performing services</li> <li>• Reviews own work before submitting it</li> </ul>
<b>Ineffective</b>
<ul style="list-style-type: none"> <li>• Unaware of own limitations</li> <li>• Does not know when he is in over his head</li> <li>• Does one thing for a long time but not well-rounded with experience</li> <li>• Has experience but lacks practical knowledge</li> <li>• Is unaware of current and emerging investigation techniques and procedures</li> <li>• Is unaware of industry standards and practices</li> <li>• Proceeds without review or sufficient consultation</li> <li>• Expects errors to be caught during review instead of reviewing own work</li> <li>• Performs services as requested by client or allowed budget/schedule</li> </ul>