

# 5-Point Scale for Employment

Behavior Rating

Examples

<p><b>5</b></p>	<p><b>Against the Law</b></p> <p><b>Behaviors that are likely to get you fired</b></p>	<ul style="list-style-type: none"> <li>• Behaviors perceived as harassment</li> <li>• Stealing (including taking small things or changing prices)</li> <li>• Lying (e.g. calling in sick when you're not)</li> <li>• Being late</li> <li>• Having a meltdown</li> <li>• Serious/sustained hygiene issues</li> <li>• Asking for time off too soon/for the wrong reason</li> <li>• Not calling in when sick/late</li> <li>• Not following through with work or doing work the wrong way</li> <li>• Inadequate work completion due to pace or thoroughness</li> </ul>
<p><b>4</b></p>	<p><b>Behaviors that scare people, hurt their feelings, or make them mad</b></p>	<ul style="list-style-type: none"> <li>• Being too honest, Discussing sensitive topics, Rule policing</li> <li>• Giving unsolicited advice</li> <li>• Not repairing social errors</li> <li>• Inadequately greeting coworkers, inadequately engaging in small talk</li> <li>• Being overly abrupt</li> <li>• Hygiene issues</li> <li>• Hostile or angry body posture/actions (even if you don't mean them to be... stomping on boxes)</li> <li>• Swearing, Arguing</li> <li>• Defensive responses to correction or coaching (can quickly become a 5)</li> <li>• Blaming someone else for a problem</li> <li>• Going above the chain of command to complain about a coworker's behavior</li> </ul>
<p><b>3</b></p>	<p><b>Odd/Annoying Behaviors that won't get you more hours</b></p>	<ul style="list-style-type: none"> <li>• Bragging and boasting</li> <li>• Showing boredom (inadequate use of the social fake)</li> <li>• Unexpected style of dress</li> <li>• Not using SODA to blend in</li> <li>• Overly loud voice volume</li> <li>• Unexpected conversation starters ("So, are you still terrible with technology, Monica?")</li> <li>• Limiting the hours you're available to work (can also quickly become a 5).</li> <li>• Responding with too much or too little information</li> <li>• Doing the minimum</li> <li>• Not starting the next task when one is finished or not checking in when you're done.</li> <li>• Whining/Complaining about minor issues (e.g. feet hurt, tiny wound)</li> </ul>
<p><b>2</b></p>	<p><b>Reasonable</b></p> <p><b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Arrive on time, ready to work</li> <li>• Act Friendly: Greet coworkers, smile</li> <li>• Engage in some small talk</li> <li>• Create and use people files to remember what the people around you like and don't like</li> <li>• Accept feedback happily and implement it.</li> <li>• Ask for help &amp; clarification when you aren't</li> <li>• Repair social errors</li> <li>• Stay on task, work at the expected rate</li> <li>• If you have down time, ask what else you can do to help.</li> <li>• Self-Advocate</li> </ul>
<p><b>1</b></p>	<p><b>Superflexible and Positive</b></p>	<p>Do everything that's reasonable and MORE:</p> <ul style="list-style-type: none"> <li>• Say YES when asked to do something (e.g. work more hours, do more tasks, change something, even if you think the change is stupid).</li> <li>• Work quickly and do an excellent job, even if no one is watching</li> <li>• Get back to people quickly</li> <li>• Don't ask for extra time off</li> <li>• Be Friendly and kind, network with others</li> <li>• Use SODA to observe and follow nuanced social rules</li> </ul>