

## Suggested Metrics for the Results-Oriented Performance Culture System

Suggested Metric	Description	Purpose
Performance Ratings	Percent of employees achieving each rating level used in an agency's performance appraisal system in relation to organizational and individual performance	To track the extent to which agencies make meaningful distinctions among employees' performance
Awards	Relationship of the distribution of performance ratings to awards	To track the extent to which agency monetary awards reflect employee performance
Respect for Diversity	Items from Annual Employee Survey	To determine the extent to which employees believe their organization is respectful of and welcoming to the great diversity that makes up the Federal workforce
Employee Grievances and Complaints	Review of formal grievances and complaints	To determine whether the underlying facts of complaints and grievances indicate agency mistake or wrong doing