

Accountability

■ ■ ■ Magnitude (Area of Impact)

	(N) Non-Quantifiable	(V) Very small	(S) Small	(M) Medium	(L) Large
		10,000 - 100,000*	100,000 - 1 million*	1 million - 10 million*	10 million - 100 million*

■ ■ Nature of Impact →

	I	II	III	IV	R	C	S	P	R	C	S	P	R	C	S	P	R	C	S	P	
A. CLOSELY CONTROLLED: Operating within direct and detailed instructions with very close and continuous supervision.	8	10	14	19	10	14	19	25	14	19	25	33	19	25	33	43	25	33	43	57	A
	9	12	16	22	12	16	22	29	16	22	29	38	22	29	38	50	29	38	50	64	
	10	14	19	25	14	19	25	33	19	25	33	43	25	33	43	57	33	43	57	74	
B. CONTROLLED: Subject to instructions and established work routines, under close supervision.	12	16	22	29	14	22	29	38	22	29	38	50	29	38	50	64	38	50	64	87	B
	14	19	25	33	19	25	33	43	25	33	43	57	33	43	57	74	43	57	74	100	
	16	22	29	38	22	29	38	50	29	38	50	64	38	50	64	87	50	64	87	116	
C. STANDARDIZED: Operating within standardized practices and procedures, general work instructions and supervision of progress and results.	19	25	33	43	25	33	43	57	33	43	57	74	43	57	74	100	57	74	100	132	C
	22	29	38	50	29	38	50	64	38	50	64	87	50	64	87	116	64	87	116	152	
	25	33	43	57	33	43	57	74	43	57	74	100	57	74	100	132	74	100	132	176	

Hay Guide Chart

JL Elias

A red circular graphic with a gradient, appearing as a semi-circle or a partial circle, located to the right of the JL Elias text.

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