

# 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   |   |
|----------------------------------------------------------------------------------------------------------------------------------------------------|----|----|-----|----|----|----|----|----|----|----|----|-----|----|----|-----|-----|----|-----|-----|-----|---|
| <b>A. CLOSELY CONTROLLED:</b> 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  | 67  | A |
|                                                                                                                                                    | 9  | 12 | 16  | 22 | 12 | 16 | 22 | 29 | 16 | 22 | 29 | 38  | 22 | 29 | 38  | 50  | 29 | 38  | 50  | 66  |   |
|                                                                                                                                                    | 10 | 14 | 19  | 25 | 14 | 19 | 25 | 33 | 19 | 25 | 33 | 43  | 25 | 33 | 43  | 67  | 33 | 43  | 67  | 74  |   |
| <b>B. CONTROLLED:</b> 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  | 66  | 38 | 50  | 66  | 87  | B |
|                                                                                                                                                    | 14 | 19 | 25  | 33 | 19 | 25 | 33 | 43 | 25 | 33 | 43 | 67  | 33 | 43 | 67  | 74  | 43 | 67  | 74  | 100 |   |
|                                                                                                                                                    | 16 | 22 | 29  | 38 | 22 | 29 | 38 | 50 | 29 | 38 | 50 | 66  | 38 | 50 | 66  | 87  | 50 | 66  | 87  | 116 |   |
| <b>C. STANDARDIZED:</b> Operating within standardized practices and procedures, general work instructions and supervision of progress and results. | 19 | 25 | 33  | 43 | 25 | 33 | 43 | 67 | 33 | 43 | 67 | 74  | 43 | 67 | 74  | 100 | 67 | 74  | 100 | 132 | C |
|                                                                                                                                                    | 22 | 29 | 38  | 50 | 29 | 38 | 50 | 66 | 38 | 50 | 66 | 87  | 50 | 66 | 87  | 116 | 66 | 87  | 116 | 162 |   |
|                                                                                                                                                    | 25 | 33 | 43  | 67 | 33 | 43 | 67 | 74 | 43 | 67 | 74 | 100 | 67 | 74 | 100 | 132 | 74 | 100 | 132 | 174 |   |

# Hay Guide Charts

**Ying-Ying Zheng**

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the author's name.

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