

# Accountability

## ■ ■ ■ Magnitude (Area of Impact)

	(N) Non-Quantifiable	(1) Very small	(2) Small	(3) Medium	(4) 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	57
	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>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	64	38	50	64	87
	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	114
<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	57	33	43	57	74	43	57	74	100	57	74	100	132
	22	29	38	50	29	38	50	64	38	50	64	87	50	64	87	114	64	87	114	152
	25	33	43	57	33	43	57	74	43	57	74	100	57	74	100	132	74	100	132	174

A  
B  
C

# Hay Group Guide Chart

**R Bogdan**



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