Novice	Apprentice	Journeyman	Master
Burden	**Replicator**	**Solver**	**Synthesizer**
Selection			
Makes choices based entirely on what they've seen before without thinking about the impact. Applies simplified single-dimensional selection rationale when rationale is applied. Ignorant of system consequences.	Makes selections based on the recommendations of others or established selection models. Doesn't consider the impact of a particular selection or suggest alternative approaches.	Illuminates problems, considers consequences, and reuses / applies solution patterns based on experience. May explore beyond experience to identify patterns of solution from other contexts, crafts and disciplines. May recommend alternatives based on consequences of an implementation choice. Can accurately estimate the amount of time it will take to solve problems.	Illuminates problems, considers consequences and adapts existing solutions to new contexts or creates entirely new patterns of solutions to solve, resolve, or dissolve the problem from a systems perspective. **In the context of Flash development, the synthesizer may consistently suggest or create alternatives / additions to Flash-based output for universal deployment.*
Interpretation			
Has trouble interpreting design requirements but fails to request clarification. Frequently misinterprets requests and fails to ask the right questions to get the right answers. Operates independently to build solutions behind a curtain and only reveals solutions when they are finished.	Interprets requirements and design documents / direction at face value. Sometimes asks questions to clarify requests. Operates dependently and requires supervision and support for quality outputs.	Frequently asks the right questions at the right time to clarify and improve design requirements. Applies skill to solve problems presented by a particular design requirement. Informs design lead of alternative choice, clearly articulating any trade-offs the new solution would require.	Fluent enough in other design verticals to accurately interpret requirements and predict effects. Commonly leads the vision and relied upon to help formulate design requirements. Interprets requirements and offers suggestions for improvement for quality and efficiency.

Execution (Technical)			
Poor technical skills. Misinterpretation of design requirements and sloppy work lead to consistent quality problems. Poor monitoring of own work results in outputs that take disproportionate time and energy. Can't be relied upon to create artifacts on time and on budget.	Waits for assignments, doesn't seek out work and rarely takes risks or demonstrates initiative.	Talented performer Actively seeks out assignments or directs production for more junior staff. Has an advanced understanding of programming concepts, libraries, and patterns. Creates technical underpinnings for templated outputs Creates sophisticated and maintainable features. Strong troubleshooting ability.	Extremely efficient. Advises and supervises, providing technical execution consultation. Mastery of languages and tools. Advanced integration skills. Makes connections and relationships to other disciplines.