#### Criteria Linkages

The reason linkages are called out in the Criteria is to ensure that applicants and examiners note key relationships. The linkages below are referenced specifically in the Criteria item notes; however, many other two-way linkages exist among Criteria items and the Organizational Profile. The concept of multiple linkages reflects the interdependencies in performance management systems.

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| **Item** | **Link** |
| 1.1 Senior Leadership | category 2; 7.1-7.5  |
| 1.2 Governance and Societal Responsibilities | 2.1; 4.1b; 5.1;category 6; 7.4 |
| 2.1 Strategy Development | 3.2; 4.2b; 6.1 |
| 2.2 Strategy Implementation | 1.1; categories 3, 4, 5, 6; 7.1 |
| 3.1 Voice of the Customer | P.1a(1); P.2b |
| 3.2 Customer Engagement | 7.1; 7.2 |
| 4.1 Measurement, Analysis, and Improvement of Organizational Performance | category 2; 7.1-7.5 |
| 5.1 Workforce Environment | categories 2 and 6; 4.1c(1); 5.2 |
| 5.2 Workforce Engagement | P.1a(3) |
| 6.1 Work Processes | P.2c; 2.1a(2); 7.1 |
| 6.2 Operational Effectiveness  | 4.2a(2) |
| 7.1 Product and Process Results | P.1b(2); categories 3, 4, 6, 7.2, 7.5 |
| 7.2 Customer Results | P.1b(2); 3.1 |
| 7.3 Workforce Results | 2.2; categories 5 and 6 |
| 7.4 Leadership and Governance Results | categories 1 and 2; 7.1; 7.3 |
| 7.5 Financial and Market Results | 2.2; 4.1a(1) |