

Rating Scale and Definitions

Individual Work Outcome Rating Scale Definitions	
<i>Not Applicable (N/A)</i>	Does not currently apply
<i>Unacceptable Performance</i>	Unsatisfactory work outcome
<i>Marginal Performance</i>	Work outcome consistently does not meet some aspects of the stated expectation
<i>Valued Performance</i>	Work outcome consistently meets stated expected performance
<i>Advanced Performance</i>	Work outcome consistently meets and often exceeds stated expected performance
<i>Outstanding Performance</i>	Work outcome clearly exceeds expected performance and affects measurable improvements in organizational performance

Overall Rating Scale Definitions	
<i>Unacceptable Performance</i>	Unsatisfactory work outcomes
<i>Marginal Performance</i>	Work outcomes consistently do not meet some stated expectations
<i>Valued Performance</i>	Work outcomes consistently meet stated expected performance
<i>Advanced Performance</i>	Work outcomes consistently meet and often exceed stated expected performance
<i>Outstanding Performance</i>	Work outcomes consistently exceed expected performance and affect measurable improvements in organizational performance