

North Carolina Rating Scale

Outstanding (O)	<ul style="list-style-type: none"> • Performance is far above the defined job expectations. • The employee consistently does outstanding work, regularly going far beyond what is expected of employees in this job. • Performance that exceeds expectations is due to the effort and skills of the employee. • Any performance not consistently exceeding expectation is minor or due to events not under the control of the employee.
Very Good (VG)	<ul style="list-style-type: none"> • Performance meets the defined job expectations and, in many instances, exceeds job expectations. • The employee generally is doing a very good job. • Performance that exceeds expectations is due to the effort and skills of the employee.
Good (G)	<ul style="list-style-type: none"> • Performance meets the defined job expectation. • The employee generally performs according to the expectations and is doing a good job. • The employee is doing the job at the level expected for employees in this position. • The good performance is due to the employee's own effort and skills.
Below Good (BG)	<ul style="list-style-type: none"> • Performance may meet some of the job expectations but does not fully meet the remainder. • The employee generally is doing the job at a minimal level, and improvement is needed to fully meet the expectations. • Performance is less than a good job. • Lapses in performance are due to the employee's lack of effort or skills.
Unsatisfactory (U)	<ul style="list-style-type: none"> • Performance generally fails to meet the defined expectations or requires frequent, close supervision and/or the redoing of work. • The employee is not doing the job at the level expected for employees in this position. • Unsuccessful job performance is due to the employee's own lack of effort or skills.
