**The State of Georgia’s Performance Management Rating Scale**

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| **Label** | **Description**  |
| **Exceptional Performer**  | Employee **exceeded all** performance expectations. Employee was an **exceptional contributor** to the success of the department and the State of Georgia. Employee demonstrated role model behaviors.  |
| **Successful Performer-Plus**  | Employee **met all and exceeded most** of the established performance expectations.  |
| **Successful Performer**  | Employee **met all** performance expectations and **may have exceeded some.** Employee was a **solid contributor** to the success of the department and the State of Georgia.  |
| **Successful Performer- Minus**  | Employee **met most,** but **failed to meet some** performance expectations. Employee **needs to further improve** in one or more areas of expected job results or behavioral competencies.  |
| **Unsatisfactory Performer**  | Employee **did not meet all or most** of the established performance expectations. Employee **needs significant improvement** in critical areas of expected job results or behavioral competencies.  |
| **Not Rated**  | ***New hire or transfer within five months of end of performance period***  |

* Expectations in the performance plan should be written at the Successful Performer level.
* A rating of Successful Performer indicates good performance. A Successful Performer is a good, solid performer who is meeting the expectations of the job and adding value to the organization.
* To achieve a Successful Performer-Plus or an Exceptional Performer rating, an employee would have to deliver results above and beyond the stated performance expectations.
* When rating an employee Successful Performer-Plus or Exceptional Performer, managers must be prepared to articulate how the employee exceeded the stated performance expectations.
* Within the State, the majority of employees should fall at the Successful Performer level, with some employees rating higher and some rating lower.