



# Individual Goals – Rating Scale

Excerpt from [SHRA Performance Appraisal Policy](#)

Excerpt from [EHRA-NF Appraisal Policy](#)

**Rating Scale for Individual Goals:** Each goal shall be rated using the standardized 3-point scale below. Ratings shall be consistent with the expectation levels established in the performance plan.

| <b>NOT MEETING EXPECTATIONS</b>  | <b>MEETING EXPECTATIONS</b>  | <b>EXCEEDING EXPECTATIONS</b>   |
|--|--|---|
| Employee often performs below the level defined in the performance plan in terms of quantity, quality, timeliness, cost, and customer satisfaction due to the employee's lack of effort or skills.         | Employee generally performs at the level defined in the performance plan in terms of quantity, quality, timeliness, cost, and customer satisfaction due to the employee's own effort and skills. | Employee consistently exceeds the level defined in the performance plan in terms of quantity, quality, timeliness, cost, and customer satisfaction due to the employee's own effort and skills. |
| Employee has a performance deficiencies that have not improved after receiving corrective feedback by the manager/supervisor, and/or increased oversight is required to ensure work is being accomplished. | Employee is responsive to guidance and feedback from the supervisor such that only moderate oversight is required to ensure sufficient work is being accomplished.                               | Employee's work performance is consistently characterized by exceptionally high quality work accomplished with minimal oversight.   |