

THE STATE OF GEORGIA'S PERFORMANCE MANAGEMENT RATING SCALE

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

- 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.