## North Carolina Rating Scale

<table>
<thead>
<tr>
<th>Performance Level</th>
<th>Description</th>
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</table>
| **Outstanding (O)** | - 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)** | - 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)** | - 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)** | - 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)** | - 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. |