

Performance Objectives and Element Rating Descriptors

Performance Rating	Objectives Descriptors	Element Descriptors
5 – OUTSTANDING	The employee far exceeded expected results on the objective such that organizational goals were achieved that otherwise would not have been.	The employee consistently performed all key behaviors at an exemplary level on the element.
4 – EXCELLENT	The employee surpassed expected results in a substantial manner on the objective.	The employee demonstrated mastery-level performance of the key behaviors on the element.
3 – SUCCESSFUL	The employee achieved expected results on the assigned objective.	The employee fully demonstrated effective, capable performance of key behaviors for the performance element.
2 – MINIMALLY SUCCESSFUL	The employee only partially achieved expected results on the performance objective.	The employee's performance requires improvement on one or more of the key behaviors for the objective.
1 – UNACCEPTABLE	The employee failed to achieve expected results in one or more assigned performance objectives.	The employee' failed to adequately demonstrate key behaviors for the performance element.
NOT RATED (NR)	The employee did not have the opportunity to complete the objective because it became obsolete due to changing mission requirements or because of extenuating circumstances beyond the control of the employee and supervisor (e.g., resources diverted to higher priority programs, employee in long-term training, deployed, on leave without pay).	Not used for performance elements..