

M P A GUIDE TO EMPLOYEE PERFORMANCE APPRAISAL

14 (12)

Performance Factors	Far Exceeds Job Requirements	Exceeds Job Requirements	Meets Job Requirements	Needs Some Improvement	Does Not Meet Minimum Requirements
Quality	Leaps tall buildings with a single bound.	Must take running start to leap over tall buildings	Can only leap over a short building or medium one with no spires.	Crashes into buildings when attempting to leap over them.	Cannot recognize buildings at all, much less jump.
Timeliness	Is faster than a speeding bullet.	Is as fast as a speeding bullet.	Not quite as fast as a speeding bullet.	Would you believe a slow bullet?	Wounds self with bullets when he attempts to shoot gun.
Initiative	Is stronger than a locomotive.	Is stronger than a bull elephant.	Is stronger than a bull.	Shoots the bull.	Smells like a bull.
Adaptability	Walks on water consistently	Walks on water in emergencies.	Washes with water.	Drinks water.	Passes water in emergencies.
Communication	Talks with God	Talks with the Angels.	Talks to himself.	Argues with himself.	Argues with himself and loses.