# Rating scale for evaluation of Potential

The Rating Scale to be used for evaluation of key factors is a 5 point scale. Rating to be supported by critical incidents where the behavior was exhibited/ not exhibited

- Encourages & influences others to display the skill
- 4 Advanced Almost always demonstrates behavior/ skill
- 3 Intermediate Often demonstrates the behavior/skill.
- 2 Elementary Sometimes demonstrates the behavior/ skill
- 1 Beginner Has not yet demonstrated the behavior/skill.

# Wage Grade Performance Potential Assessment Study Guide

**Karin Nielsen-Saines** 

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