

Step 1

Performance Objective #1
3

Performance Objective #2
4

Performance Objective #3
3

$$(3+4+3) / 3 = 3.3 \times .60 = 1.98$$

Step 2

Performance Element #1
3

Performance Element #2
3

Performance Element #3
5

$$(3+3+5+4+3+3) / 6 = 3.5 \times .40 = 1.4$$

Performance Element #4
4

Performance Element #5
3

Performance Element #6
3

Step 4

Step 5

$$1.98 + 1.4 = 3.38$$

Step 3

Example: Rating Performance Objectives and Performance Elements when the objectives are weighted at 60% and the Elements at 40%

Overall Evaluation of Record = Successful (3)