

Al Futtaim Group Rating Scale

Level	Descriptor
Distinguished Performance (5)	Performance far exceeds role expectations. Employee truly stands out; they consistently demonstrate exceptional quality and quantity of work which is easily recognised by others.
Exceptional Performance (4)	Performance always exceeds role expectations. Accomplishments are regularly above expected levels and always delivered on-time.
Fully Performing (3)	Performance consistently meets all role expectations. Can be described as good, solid performance. Minor deviations may occur.
Partially Performing (2)	Performance is less than expected and struggles to perform in role. Further development and improvement is required.
Not Performing (1)	Performance must improve significantly in a timely manner if the individual is to remain in this position. Employee is not performing against most expectations for the role.