

	<b>Unsatisfactory</b>	<b>Needs Improvement</b>	<b>Satisfactory</b>	<b>Good</b>	<b>Excellent</b>
	40%	60%	70%	80%	100%
	2	3	3.5	4	5
<b>Reliability</b>	Frequently late starting or unaccounted for. Often off task and distracted. Has difficulty with task completion. Seldom follows directions and procedures.	Sometimes late starting and off task. Occasionally needs encouragement to complete tasks. Sometimes has difficulty following directions and procedures.	Usually punctual and on task. Seldom needs encouragement to complete tasks. Usually follows directions and procedures.	Typically punctual and on task. Rarely needs encouragement to complete tasks. Typically follows directions and procedures.	Consistently punctual and on task. Perseveres with a task and completes it. Consistently follows directions and procedures.
<b>Workmanship</b>	Tasks are rarely completed to an airworthy standard. Work areas, tools, and parts are rarely organized in an orderly and logical fashion.	Tasks are sometimes completed to an airworthy standard. Work areas, tools, and parts are occasionally organized in an orderly and logical fashion.	Tasks are usually completed to an airworthy standard. Work areas, tools, and parts are usually organized in an orderly and logical fashion.	Tasks are typically completed to an airworthy standard. Work areas, tools, and parts are typically organized in an orderly and logical fashion.	Tasks are consistently completed to an airworthy standard. Work areas, tools, and parts are consistently organized in an orderly and logical fashion.
<b>Use of Manuals</b>	Manuals mistreated and rarely utilized as primary reference instructions during performance of assigned projects. Documentation of project information rarely complete.	Manuals uncared for and only occasionally utilized as primary reference instructions during performance of assigned projects. Documentation of project information occasionally complete.	Manuals cared for and usually utilized as primary reference instructions during performance of assigned projects. Documentation of project information usually complete.	Manuals well cared for and typically utilized as primary reference instructions during performance of assigned projects. Documentation of project information typically complete.	Manuals meticulously cared for and consistently utilized as primary reference instructions during performance of assigned projects. Documentation of project information consistently complete.
<b>Shop Practices</b>	Safe work procedures, acceptable use and care of shop equipment, diligent clean-up of personal work area and participation in general shop clean-up rarely demonstrated.	Safe work procedures, acceptable use and care of shop equipment, diligent clean-up of personal work area and participation in general shop clean-up sometimes demonstrated.	Safe work procedures, acceptable use and care of shop equipment, diligent clean-up of personal work area and participation in general shop clean-up usually demonstrated.	Safe work procedures, acceptable use and care of shop equipment, diligent clean-up of personal work area and participation in general shop clean-up typically demonstrated.	Safe work procedures, acceptable use and care of shop equipment, diligent clean-up of personal work area and participation in general shop clean-up consistently demonstrated.