

G.O.O.D. Performance Review

Use this template to help guide an effective one-on-one conversation

GOALS

- a. Did the employee accomplish their short-term goals?
- b. Has the employee made progress toward their long-term goals?
- c. What are the goals the employee should work toward going forward?
- d. How do those goals align with the company's goals?

OBSTACLES

- a. What obstacles has the employee encountered?
- b. What can the employee do better to tackle future obstacles?
- c. How can the manager help the employee deal with obstacles?

OPPORTUNITIES

- a. Is the employee making progress toward their career goals?
- b. How could the company better support the employee?

DECISIONS

- a. What should the employee do before the next review?
- b. What will the manager do before the next review?

G.O.O.D. Feedback is:

Specific

Can you give me an example?

Frequent

Wish I'd known this sooner.

Outcome-Focused

Why does this matter?

Positive

What am I doing well?

Conversational

When do I get to talk?

Performance Review Answers Examples



Guillaume Favre

Performance Review Answers Examples:

The Performance Appraisal Question and Answer Book Richard C. Grote, 2002 Most managers hate conducting performance appraisal discussions What's worse few feel confident in their ability to accurately assess the performance of a subordinate In The Performance Appraisal Question and Answer Book expert Dick Grote answers over 100 of the most common and most difficult questions about this vitally important but often misunderstood and misused tool including How should I react when an employee starts crying during the appraisal discussion or gets mad at me Which is more important the results the person achieved or the way she went about doing the

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on those competencies especially during performance review discussions Competency Based Performance Reviews offers you a new and more effective way to handle performance reviews and to coach your employees to emphasize the knowledge skills and abilities that they have and the organization needs Most sophisticated U S and international employers are using competency based systems to select interview and evaluate the performance of employees Fortune 500 corporations such as American Express Anheuser Busch Coca Cola Disney Federal Express IBM Johnson Johnson and Pfizer are all looking for specific competencies This book will give you the guidance you need to Perform competency based reviews on your employees Help your team get the recognition they deserve in division meetings by providing the evidence to justify higher performance rankings Develop your own competencies and those of your employees Coach employees to recognize competency based accomplishments and advocate for themselves throughout the year Write smarter targeted competency based accomplishment statements to use on performance review forms By putting these competency based performance reviews into practice managers can strengthen their organizations their careers as well as the careers of their employees Competency Based Performance Reviews includes sample phrases to use on reviews as well as sample accomplishment statements to guide employees to improving and writing their own

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