G.O.O.D. Performance Review

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?

Streak

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Patrick Craig Alguire

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