

# 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?*

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**L Darling-Hammond**



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