# 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?
- What are the goals the employee should work toward going forward?
- d. How do those goals align with the company's goals?

#### **OBSTACLES**

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

#### **OPPORTUNITIES**

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

#### DECISIONS

- What should the employee do before the next review?
- 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?

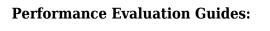
Conversational

When do I get to talk?



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**Karin Nielsen-Saines** 



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