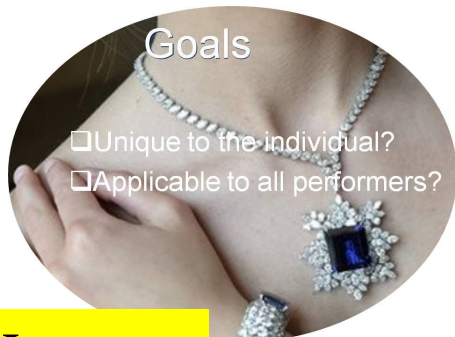


Growing Superstars - Six Resources for Performance Appraisals



Test Your Performance Appraisal Knowledge

1 - Goals, skills and expectations are unique to the individual performer.
☐ True ☐ False

2 - Standards, duties and organizational values are applicable to all performers in the same position.
☐ True ☐ False

3 - Some managers notoriously employ the “cut and paste” approach to performance appraisals using last year’s information rather than applying the six resources for talent development.
☐ True ☐ False

4 - Goals stretch the individual while standards are designed to emphasize minimum levels of performance.
☐ True ☐ False

5 - Keyboarding is a technical skill and delegating is a leadership skill.
☐ True ☐ False

6 - Motivating people is a tactical leadership skill while mediating values differences is a strategic leadership skill.
☐ True ☐ False

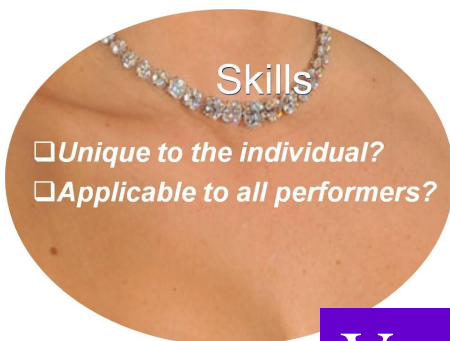
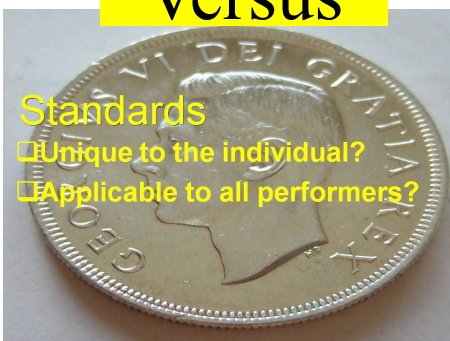
7 - “We learn from our customers”, “being green” and “quality is our first job” are all examples of organizational values.
☐ True ☐ False

8. “I expect you to offer your comments and reactions to your team members in 5 - 7 sentences rather than lengthy comments of approximately 30 sentences.” This is an example of a performance expectation.
☐ True ☐ False

Answers at very bottom of poster.



Versus



Versus



Manager's Application

- What substantial goal would you encourage this one performer to achieve?
- What standard does this one performer need to do better at meeting?
- What one skill does this person need to hone?
- What single duty does this person most need to execute for greater results?
- What expectations do you have for this person?
- What organizational values does this person need to better demonstrate?

Tell 'em.

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