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STRATEGIES FOR i Guide

effective performance evaluations o Write effective performance evaluations that give the employee a clear understanding of their goals, in what areas they have excelled in, and what areas need more focus o Deliver performance evaluations confidently o Implement a simple coaching strategy that will enhance employee performance Agenda 1

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Phrases for Acceptable Performance • You are performing your role excellently • You've exceeded every standard set for your position • You are setting a gold standard for this position • I really value your attention to mastering every skill • Your performance overall is ...

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final questions, set follow-up dates for goal setting, have the employee sign hard copies of the evaluations, and end with positive expectations How to Follow Up after a Performance Review:2 Shift your focus from your employees' past performance to their future performance Set performance goals with each employee

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Rule 1: Tell the person in private how you perceive her actions and how she makes you feel

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REFERENCES & RESOURCES - Eastern Kentucky University

REFERENCES & RESOURCES Bacal, Robert & Max, Douglas Perfect Phrases for Performance Reviews: Hundreds of ReadytoUse Goals for Any Performance Plan or Review NY: McGrawHill, 2003 Bacal, Robert & Max, Douglas Perfect Phrases for Setting Performance

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