What happened in your goal setting conversations with staff this year?

- What worked well?
- What would you want to do differently?

1. Providing some examples helped the employee
2. more conversation, included goals and comments from the self-evaluation
3. more participation due to shorter self-evaluation
4. reasonable number of goals (3-5) was helpful
5. the first general goal was helpful – just do your job – as a starting place
6. one challenge, setting goals when there is uncertainty about the future – how to make them both specific and flexible
7. goals – see them not as adding more, rather as doing things better

What best practices would you want to share with your colleagues about the goal setting process?

1. Having 6 month review will help – create a structure for revisiting the goals