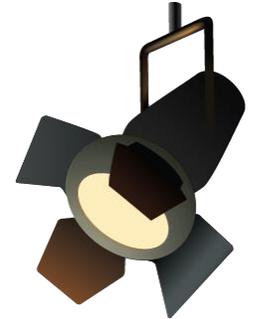


## Spotlight Topic of the Month Performance Management



Performance management starts by setting goals that are clearly connected to the agency's key priorities. Each employee should focus on a small handful of goals, and supervisors should help the employee evaluate how well they are performing against these goals throughout the year. It's an ongoing process, not a once-a-year activity. Include goals related to career development, not just results for the agency. Performance management may be challenging for some, because it requires authentic discussions not only about strengths, but also about weaknesses. Employees deserve to know when they are doing a good job and supervisors need to communicate when performance levels are declining. This can lead to coachable moments for a supervisor to provide guidance to employees on improvement and paths for success.



**The Power of Thank You**  
*William Mitchell*  
*Video: 3 minutes*



**Using Performance Management to Make Changes Stick**  
*SkillBrief: 1 Page*



**Preventing Problem Performance**  
*Course: 1 Hour*



**Planning for Performance**  
*Course: 1 Hour*

## Assessment Questions:

- In what ways does effective performance management prevent performance problems?
- Does effective performance management foster a holistic and long-term approach to agency goals?
- Does morale and productivity increase because employees know what's expected of them?
- Does concentration on results help an agency make sure the effort is focused on achieving its goals?

If you are interested in viewing additional resources on this subject, [click here](#)

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If you have any questions, suggestions or concerns, please contact:

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