The Performance Management and Development Cycle is a process that illustrates the components of a complete performance year via three major phases: Plan, Engage, and Evaluate. During the Plan phase, supervisors collaborate with employees in setting their goals and expectations for the performance year. Engage involves providing scheduled and in-the-moment feedback to reinforce positive behavior. Finally, the Evaluate phase involves summarizing and delivering each employee’s annual evaluation.

The resources below are available through Learning on Demand to assist you in exploring more on the topic of Performance Management and Development.

- Performance Management: Be Clear on the Goals – video, 3 mins.
- Better Feedback – video, 4 mins.
- The Elements of an Effective Performance Appraisal – SkillBrief

To learn more about the Performance Management and Development Cycle, exempt and IT professionals can visit Learning on Demand by clicking on the link below.

- Go to MyOhio.gov.
- Sign on with your OH|ID Workforce User ID and Password. User IDs and Passwords are case sensitive. Be sure your caps lock key is off.
- Click My Workspace, then select Applications and click Learning on Demand.

Please review and adhere to your agency’s training and development policies, procedures and guidelines regarding the use of Learning on resources and tools.