

Performance Goals & Objectives

Identify Key Performance Areas

The first step is to identify the key performance areas that are relevant to the employee's job. These areas should align with the organization's objectives and include aspects such as productivity, quality of work, teamwork, and personal development.

Define Specific Goals

Define specific goals for each area. These goals should be specific, measurable, achievable, relevant, and time-bound (SMART).

Set Performance Objectives

Set performance objectives for each goal. Performance objectives are the specific actions that employees need to take to achieve the goals.

Determine Evaluation Criteria

Evaluation criteria are the standards that will be used to assess employee performance. These criteria should be objective and measurable and should be based on the performance objectives.

Assign Target Dates

#1 Template

Goals Approach To Performance Objectives

SB Merriam



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