

This brief activity will give an indication of your current performance management style.

Read the 20 statements below and score your ability against each - with 1 being low and 10 being high.

Try not to overthink. Mark your immediate response and move on to the next statement. There are no right or wrong answers. You are simply discovering your current style.

Standards		Score
1	I set specific, measurable, attainable, relevant, and time-bound goals with my team.	
2	I explain the job I want them to do and why it is important. This helps them understand how their work supports our business goals.	
3	I make sure that everyone knows what is expected of them and how to do it. This includes setting objectives and standards of behaviour.	
4	I make sure that the team knows what their goals, objectives, and purpose are.	
Opportunity		Score
6	I give each individual the tools they need to do the job.	
7	I make sure that each person has the knowledge and skills they need to be successful in their role.	
8	I create a positive work environment for my team.	
9	I provide the support and assistance needed to achieve the best results.	
Commitment & Capability		Score
11	I know what motivates each member of my team, and I respond to any signs of dissatisfaction.	
12	I assess the competencies of my team and provide opportunities for development where gaps exist.	
13	Depending on how competent and committed someone is, I adjust the balance of support and direction I give.	
14	I think about how I can help people fulfil their potential and reach their goals.	
Engagement		Score
16	I give feedback that helps facilitate improvements.	

17	I go out of my way to reward, praise, and celebrate good performance.	
18	I actively look for opportunities to praise people when they do something well.	
19	If someone is not doing their job well, I act quickly to deal with the situation.	
Review		Score
21	I make sure to review individual performance regularly and when necessary.	
22	I challenge high-performing individuals to maintain the levels they are achieving	
23	I challenge people who could achieve more to do so.	
24	I manage consistent underperformers out of my team.	

How is your performance management, currently?

Add up your scores and insert them below. Each section is out of 40.

Standards	Opportunity	Commitment & Capability	Engagement	Review