

ACTIVITY

Read through the behaviour indicators below and then tick the box in the right-hand column that best indicates your level of behaviour. Try and be as honest as possible.

Most of the time, I:		
1.	Set goals on the basis of past performance	
2.	Make general statements about the need to improve	
3.	Set measurable targets and objectives which improve performance	
4.	Set up progressive measures of feedback about progress in reaching goals to stimulate learning and continuous improvement	
5.	Support development of new improved measures of company, team and individual performance	
6.	Help team members to link their performance objectives with team and organisation strategy	
7.	Work to develop measures for self-monitoring of progress	
8.	Build aspirations by defining gaps between where we are and where we want to be	
9.	Set performance objectives at existing levels or to match current resources	
10.	Set objectives which are not under the control of the individual or team	
11.	Have no formal structured performance measurements in place	
12.	Evaluate performance through measures over which staff have no control	
13.	Regularly review the performance of team and individuals against strategies, goals and objectives and give feedback	
14.	Ensure that meaningful and value-added objectives and performance plans are in place across the organisation	
15.	Use continuous measures of performance which act as feedback on progress and provide data to define new objectives and measures	
16.	Set non-measurable objectives	
17.	Am results and action orientated	
18.	Do not conduct performance discussions at regular interviews	
19.	Meet challenges and targets to improve and enhance performance of team	
20.	Develop control systems to ensure sustained performance development in the organisation	

CONTINUE ON NEXT PAGE

Circle the answers you ticked

1

1
10
12
16

2

2
9
11
18

3

3
8
13
17

4

4
7
15
19

5

5
6
14
20