

Behaviour Indicator Questionnaire

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| Most of the time, I: | | |
| 1. | Set goals based on 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. | |
| Most of the time, I: | | |
| 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. | |
| Most of the time, I: | | |
| 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. | |

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| 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. | |
| Most of the time, I: | | |
| 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. | |