



Performance Management Assessment

By Dean Savoca- www.deansavoca.com

OpenDoor Resources Contributing Expert

Does your organization have an effective performance management system? Many organizations do not have a system for managing the performance of their people. Answer the questions below to discover areas in which your organization may be able to improve the performance of its people and the results of the organization. Please check the appropriate box that indicates the degree to which your organization applies the principle.

1. We have clear written expectations for employees' job responsibilities.
Always Somewhat None
2. We meet with employees to ensure mutual agreement on what is expected.
Always Sometimes Never
3. We use assessment tools to support knowing the strengths of each employee or potential new hire and how they align with job responsibilities.
Always Sometimes Never
4. Employees have the supplies, systems, technology and budget to achieve the desired results.
Always Sometimes Never
5. Employees have the skill set and/or training necessary to achieve the desired results.
Always Sometimes Never
6. Employees know how their contributions are important in achieving the organization objectives.
Always Sometimes Never



7. Our team has strong relationships with their managers and each other and there is desire to work together to achieve the desired results.
Always Sometimes Never
8. We know what motivates each of our employees (eg. money, opportunity to learn and grow, flexible schedule, promotion, recognition etc.)
9. We trust our employees to do their job.
Always Somewhat Never
10. We have a system for accountability and tracking results.
Always Somewhat Never
11. We have positive consequences for desired behavior?
Always Somewhat Never
12. We have negative consequences for undesired behavior?
Always Somewhat Never
13. We have an ongoing performance review system that reinforces agreed upon expectations, celebrates successes and reconnects employees to their motivators.
Always Somewhat Never



Review your responses and list the top three areas which have the most opportunity to improve the performance management system in your organization.

- 1.
- 2.
- 3.

Dean Savoca helps hospitality industry organizations get results by improving the effectiveness of their performance management systems and giving managers the coaching strategies to execute the system to achieve performance and production goals. He offers strategic planning, leadership development, sales & customer service training, executive, career & sales coaching, assessments and keynote speaking. He holds a Master's Degree in Organization Performance & Change. For more information visit www.deansavoca.com.