

Employee Performance Evaluation Questions and Answers for Leaders (not for distribution)

1. **When is the evaluation period for KentuckyOne?**

This evaluation period runs July 1, 2013 – June 30, 2014. Appraisals are August 15, 2014.

2. **Why have the evaluations changed?**

The evaluation tool has changed for a couple of reasons. As we continue organization, so do our leaders. Many of our leaders are responsible for staff locations. To simplify the appraisal process, we created a standard evaluation tool.

3. **Who should I evaluate?**

- You should evaluate employees who were hired on or before March 31
- Please complete a 90-day introductory evaluation for employees hired
- You do not need to complete an annual appraisal for employees who introductory evaluation in April, May or June 2014.

4. **The evaluation tool does not have a section for our competency-based age/population-specific competencies. Are those still required?**

Yes. You will continue to evaluate competency-based and/or age/population-competencies on a separate form and document that it has been completed. the box on the evaluation tool to indicate the competency evaluations were complete competency document should be maintained in the department file. need to submit a copy with the evaluation tool.

5. **The evaluation tool does not have a section for values-based behaviors. expected to incorporate them somehow?**

KentuckyOne's values-behavior guidelines reinforce our commitment to Integrity, Compassion and Excellence. The guidelines range from "keep the and safe" to "foster an environment of patient/family engagement and care/treatment." The guidelines are posted at InsideKentuckyOneHealth.org/ under the Purpose & Values section ([click here](#)).

Leaders are asked to discuss them during the annual employee evaluation with each member of their team and have each acknowledge that he/she has Leaders may also reference KentuckyOne Values in written remarks specific employee's behavior.

Employee Performance Evaluation Answers

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Employee Performance Evaluation Answers

The Performance Appraisal Question and Answer Book Richard C. Grote, 2002 Most managers hate conducting performance appraisal discussions What's worse few feel confident in their ability to accurately assess the performance of a subordinate In The Performance Appraisal Question and Answer Book expert Dick Grote answers over 100 of the most common and most difficult questions about this vitally important but often misunderstood and misused tool including How should I react when an employee starts crying during the appraisal discussion or gets mad at me Which is more important the results the person achieved or the way she went about doing the

Performance Appraisals and Phrases For Dummies Ken Lloyd, 2009-08-11 The tools you need to enrich the performance appraisal experience as you streamline the process Whether you're a manager looking to implement employee appraisals for the first time concerned with improving the quality and effectiveness of the appraisal process or simply trying to save time and mental anguish Performance Appraisals Phrases For Dummies provides the tools you need to save time and energy while presenting fair and accurate evaluations that foster employee growth This convenient portable package includes a full length appraisal phrasebook featuring over 3 200 spot on phrases and plenty of quick hitting expert tips on making the most out of the process You'll also receive online access to writable customizable sample evaluation forms other timesaving resources Includes more than 3 200 phrases for clear and helpful evaluations Helps make evaluations faster more effective and far less stressful Offers far more advice and coaching than other performance appraisal books Serves as an ideal guide for managers new to the appraisal process With expert advice from Ken Lloyd a nationally recognized consultant and author Performance Appraisals and Phrases For Dummies makes the entire process easier faster and more productive for you and your employees

Radical Candor Kim Malone Scott, 2017-03-28 Radical Candor is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other It is about providing guidance which involves a mix of praise as well as criticism delivered to produce better results and help employees develop their skills and boundaries of success Great bosses have a strong relationship with their employees and Kim Scott Malone has identified three simple principles for building better relationships with your employees make it personal get stuff done and understand why it matters Radical Candor offers a guide to those bewildered or exhausted by management written for bosses and those who manage bosses Drawing on years of first hand experience and distilled clearly to give actionable lessons to the reader Radical Candor shows how to be successful while retaining your integrity and humanity Radical Candor is the perfect handbook for those who are looking to find meaning in their job and create an environment where people both love their work their colleagues and are motivated to strive to ever greater success

Ask a Manager Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work advice columnist comes a witty practical guide to 200 difficult professional conversations

featuring all new advice There s a reason Alison Green has been called the Dear Abby of the work world Ten years as a workplace advice columnist have taught her that people avoid awkward conversations in the office because they simply don t know what to say Thankfully Green does and in this incredibly helpful book she tackles the tough discussions you may need to have during your career You ll learn what to say when coworkers push their work on you then take credit for it you accidentally trash talk someone in an email then hit reply all you re being micromanaged or not being managed at all you catch a colleague in a lie your boss seems unhappy with your work your cubemate s loud speakerphone is making you homicidal you got drunk at the holiday party Praise for Ask a Manager A must read for anyone who works Alison Green s advice boils down to the idea that you should be professional even when others are not and that communicating in a straightforward manner with candor and kindness will get you far no matter where you work Booklist starred review The author s friendly warm no nonsense writing is a pleasure to read and her advice can be widely applied to relationships in all areas of readers lives Ideal for anyone new to the job market or new to management or anyone hoping to improve their work experience Library Journal starred review I am a huge fan of Alison Green s Ask a Manager column This book is even better It teaches us how to deal with many of the most vexing big and little problems in our workplaces and to do so with grace confidence and a sense of humor Robert Sutton Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way Erin Lowry author of Broke Millennial Stop Scraping By and Get Your Financial Life Together

The Appraisal Interview Norman Raymond Frederick Maier,1958

Perfect Phrases for Documenting Employee Performance Problems Anne Bruce,2005-06-08 Whether it s interviewing for a job evaluating employee performance setting goals for the future or keeping customers happy the Perfect Phrases series has the tools for precise effective business communication Distilling complex ideas into specific phrases that diplomatically and honestly depict the concepts at hand this invaluable series provides Ways to enhance customer service in any business Dialogues and scripts to practice interactions with customers or employees tailorable to any industry or company culture The best answers to a wide range of interview questions Tips for documenting performance issues and conducting face to face reviews This quick reference tool is perfect for managers who need to find effective ways to document performance problems and then be able to offer practical helpful feedback to those individuals

How to Be Good at Performance Appraisals Dick Grote,2011-07-05 Do you supervise people If so this book is for you One of a manager s toughest and most important responsibilities is to evaluate an employee s performance providing honest feedback and clarifying what they ve done well and where they need to improve In How to Be Good at Performance Appraisals Dick Grote provides a concise hands on guide to succeeding at every step of the performance appraisal process no matter what performance management system your organization uses Through step by step instructions examples do and don t bullet lists sample dialogues and suggested scripts he shows you how to handle every appraisal

activity from setting goals and defining job responsibilities to evaluating performance quality and discussing the performance evaluation face to face Based on decades of experience guiding managers through their biggest challenges Grote helps answer the questions he hears most often How do I set goals effectively How many goals should someone set How do I evaluate a person s behaviors Which counts more behaviors or results How do I determine the right performance appraisal rating How do I explain my rating to a skeptical employee How do I tell someone she s not meeting my expectations How do I deliver bad news Grote also explains how to tackle other thorny performance management tasks including determining compensation and terminating poor performers In accessible and useful language How to Be Good at Performance Appraisals will help you handle performance appraisals confidently and successfully no matter the size or culture of your organization It s the one book you need to excel at this daunting yet critical task [HBR Guide to Performance Management \(HBR Guide Series\)](#) Harvard Business Review,2017-06-20 Efficiently and effectively assess employees performance Are your employees meeting their goals Is their work improving over time Understanding where your employees are succeeding and falling short is a pivotal part of ensuring you have the right talent to meet organizational objectives In order to work with your people and effectively monitor their progress you need a system in place The HBR Guide to Performance Management provides a new multi step cyclical process to help you keep track of your employees work identify where they need to improve and ensure they re growing with the organization You ll learn to Set clear employee goals that align with company objectives Monitor progress and check in regularly Close performance gaps Understand when to use performance analytics Create opportunities for growth tailored to the individual Overcome and avoid burnout on your team Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges [Winning Well](#) Karin Hurt,David Dye,2016-04-15 To succeed in today s hypercompetitive economy managers must master creating a productive work environment for employees while still making numbers Tense overextended workplaces force managers to choose between results and relationships Executives set aggressive goals so managers drive their teams to deliver resulting in burnout Or employees seek connection and support so managers focus on relationships and fail to make the numbers However managers need to achieve both In [Winning Well](#) managers will learn how to Stamp out the corrosive win at all costs mentality Focus on the game not just the score Reinforce behaviors that produce results Sustain energy and momentum Be the leader people want to work for To prevent burnout and disengagement while still achieving the necessary success for the company managers must learn how to get their employees productive while creating an environment that makes them want to produce even more [Winning Well](#) offers a quick practical action plan for making the workplace productive rewarding and even fun **3000 Power Words and Phrases for Effective Performance Reviews** Sandra E. Lamb,2013-08-27 A comprehensive yet accessible handbook for writing and conducting meaningful effective performance reviews geared toward managers of all levels from the author of

How to Write It Performance reviews are one of the best tools managers have to shape company talent and culture develop strong channels of communication with employees and create systemic change However the stress and struggle to find just the right words is often what managers and HR professionals dislike most about conducting employee evaluations In this pithy user friendly handbook author and writing teacher Sandra E Lamb lays out the best methods and proven tactics to administer productive evaluations that benefit both parties and the company Lamb teaches managers how to design scoring systems for employees that track progress with hard data how to best prepare for and conduct both in person and written reviews and the key words to use Covering hard and soft skills 3000 Power Words and Phrases for Effective Performance Reviews includes lists of powerful phrases and words that clearly describe performance both positive and negative including sections targeted to specific industries and jobs This guide empowers managers at all levels to master the art of performance reviews that achieve results

Betting on You Laurie Ruettimann,2021-01-12 Indispensable reading for anyone seeking to improve their professional selves Daniel H Pink 1 New York Times bestselling author of When An essential guide for how to snap out of autopilot and become your own best advocate with candid anecdotes and easy to adopt steps from veteran HR specialist and popular podcast host Laurie Ruettimann Chances are you ve spent the past few months cooped up inside buried under a relentless news cycle and work that never seems to switch off Millions of us worldwide are overworked exhausted and trying our hardest yet not getting the recognition we deserve It s time for a fix Top career coach and HR consultant Laurie Ruettimann knows firsthand that work can get a hell of a lot better A decade ago Ruettimann was uninspired blaming others and herself for the unhappiness she felt Until she had an epiphany if she wanted a fulfilling existence she couldn t sit around and wait for change She had to be her own leader She had to truly take ahold of life the good the bad and the downright ugly in order to transform her future Today as businesses prioritize their bottom line over employee satisfaction and workers become increasingly isolated the need to safeguard your well being is crucial And though this sounds intimidating it s easier to do than you think Through tactical advice on how to approach work in a smart and healthy manner which includes knowing when to sign off for the day doubling down on our capacity to learn fixing those finances and beating impostor syndrome once and for all Ruettimann lays out the framework necessary to champion your interests and create a life you actually enjoy Packed with advice and stories of others who regained control of their lives *Betting on You* is a game changing must read for how to radically improve your day to day working more effectively and enthusiastically starting now

Next Generation Performance Management Alan L. Colquitt,2017-08-01 There is no HR related topic more popular in the business press than performance management PM There has been an explosion in writing on this topic in the past 5 years condemning it as a failure and calling for fundamental change The vast majority of organizations use the same basic process which I call Last Generation Performance Management or PM 1.0 for short Despite widespread agreement that PM 1.0 is failing few companies have abandoned it or made fundamental changes to it While

everyone agrees it is broken few agree on how to fix it Companies continue to tinker with their systems making incremental changes every few years with no lasting improvement in effectiveness Employees continue to achieve amazing things in organizations every day despite this process not because of it Nothing has worked because organizations business leaders and HR professionals focus on PM practices instead of the fundamental purpose of PM and the paradigms assumptions and beliefs that underlie the practices Companies ask their performance management process to do too many things and it fails at all of them as a result At the foundation of PM 1 0 practices is the ideology of a meritocracy and paradigms rooted in standard economic and psychological theories While these theories were adequate explanations for motivation and behavior in the 19th and 20th centuries they fail to account for the increasingly complex nature of organizations and their environments today Despite the ineffectiveness of PM 1 0 there are powerful forces holding it in place Information on rigorous evidence based recommendations is crowded out by benchmarking information case studies of high profile companies and other propaganda coming from HR think tanks and consultants Business leaders and HR professionals learn about common practices not effective practices This book confronts the traditional dogma paradigms and practices of PM 1 0 and holds them up to the bright light of scientific scrutiny It encourages HR professionals and business leaders to abandon PM 1 0 and it offers up a more appropriate purpose for PM alternative paradigms to guide them and practical solutions that are better supported by scientific research referred to as Next Generation Performance Management or PM 2 0 for short

The Hiring and Firing Question and Answer Book Paul Falcone,2002 Fast answers to the most pressing questions about how to safely effectively hire and fire employees **Abolishing Performance Appraisals** Tom Coens,Mary Jenkins,2000 This is the first book to offer specific suggestions on how to replace performance appraisals with a more effective system that emphasizes teamwork and empowerment The authors suggest a variety of new alternatives that produce better results for both managers and employees **Courageous Cultures** Karin Hurt,David Dye,2020-07-28 From executives complaining that their teams don t contribute ideas to employees giving up because their input isn t valued company culture is the culprit Courageous Cultures provides a road map to build a high performance high engagement culture around sharing ideas solving problems and rewarding contributions from all levels Many leaders are convinced they have an open environment that encourages employees to speak up and are shocked when they learn that employees are holding back Employees have ideas and want to be heard Leadership wants to hear them Too often however employees and leaders both feel that no one cares about making things better The disconnect typically only widens over time with both sides becoming more firmly entrenched in their viewpoints Becoming a courageous culture means building teams of microinnovators problem solvers and customer advocates working together In our world of rapid change a courageous culture is your competitive advantage It ensures that your company is sticky for both customers and employees In Courageous Cultures you ll learn practical tools that help you Learn the difference between microinnovators problem solvers

and customer advocates and how they work together See how the latest research conducted by the authors confirms why organizations struggle when it comes to creating strong cultures where employees are encouraged to contribute their best thinking Learn proven models and tools that leaders can apply throughout all levels of the organization to reengage and motivate employees Understand best practices from companies around the world and learn how to apply these strategies and techniques in your own organization This book provides you with the practical tools to uncover leverage and scale the best ideas from every level of your organization

[The Job Analyzer: BLR's Complete Guide to Analyzing, Evaluating, Pricing & Writing Jobs](#) , *Get Rid of the Performance Review!* Samuel A. Culbert,2010-04-14 The performance review It is one of the most insidious most damaging and yet most ubiquitous of corporate activities We all hate it And yet nobody does anything about it Until now Straight talking Sam Culbert management guru and UCLA professor minces no words as he puts managers on notice that with the performance review as their weapon of choice they have built a corporate culture based on intimidation and fear Teaming up with Wall Street Journal Senior Editor Lawrence Rout he shows us why performance reviews are bogus and how they undermine both creativity and productivity And he puts a good deal of the blame squarely on human resources professionals who perpetuate the very practice that they should be trying to eliminate But Culbert does more than merely tear down He also offers a substitute the performance preview that will actually accomplish the tasks that performance reviews were supposed to but never will holding people accountable for their actions and their results and giving managers and their employees the kind of feedback they need for improving their skills and to give the company more of what it needs With passion humor and a rare insight into what motivates all of us to do our best Culbert offers all of us a chance to be better managers better employees and indeed better people Culbert has long said his goal is to make the world of work fit for human consumption *Get Rid of the Performance Review* shows us how to do just that

Improving Employee Performance Through Appraisal and Coaching Donald L. Kirkpatrick,2006 Here are the tools to build a genuinely proactive performance management program Fully updated with all new case studies from major companies the second edition will help managers and HR professionals Start a program designed to get maximum results Understand job requirements and set standards Use coaching to maximise performance Conduct more efficient and effective appraisal interviews Create performance improvement plans that really work

[Competency-Based Performance Reviews \(EasyRead Large Bold Edition\)](#) Robin Kessler,2008 Managers working in today s organizations often focus more on results than on the people who achieve those results But regularly evaluating the performance of your employees is critical to improving the efficiency and output of your organization Performance reviews have changed significantly in the past few years Companies today are looking for the key characteristics known as competencies that help the most successful people in their field to be so successful Managers and employees need to focus on those competencies especially during performance review discussions

Drive Daniel H. Pink,2011-04-05 The New York Times bestseller that gives readers a paradigm shattering

new way to think about motivation from the author of When The Scientific Secrets of Perfect Timing Most people believe that the best way to motivate is with rewards like money the carrot and stick approach That s a mistake says Daniel H Pink author of To Sell Is Human The Surprising Truth About Motivating Others In this provocative and persuasive new book he asserts that the secret to high performance and satisfaction at work at school and at home is the deeply human need to direct our own lives to learn and create new things and to do better by ourselves and our world Drawing on four decades of scientific research on human motivation Pink exposes the mismatch between what science knows and what business does and how that affects every aspect of life He examines the three elements of true motivation autonomy mastery and purpose and offers smart and surprising techniques for putting these into action in a unique book that will change how we think and transform how we live

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