

myPerformance

myPerformance is the practice and platform that enables an ongoing and continuous performance experience. Performance Goals are part of the global process and Performance Evaluations are required for eligible employees, and the platform offers additional recommended capabilities to help you enhance and own your career and experience.



PERFORMANCE GOALS

Performance management all starts with goals. Employees have the opportunity to create and align goals to business priorities to help drive results. Goals can be tracked and updated throughout the year to measure progress and shape conversations about their work.

CHECK-INS (Recommended)

Check-ins are the conversations colleagues have about the work they do. They can be short and informal, or more specific about work priorities, feedback, recognition, strengths, developmental opportunities and outcomes.

CAREER DEVELOPMENT (Recommended)

Employees have the opportunity to have enhanced conversations about their career aspirations by defining a career statement, preferences, and working with managers to establish Career Development goals.

ONGOING FEEDBACK (Recommended)

Ongoing feedback is a crucial part of continuously improving performance. Employees help drive better team results by having feedback conversations with other colleagues and recognizing their successes and growth opportunities across the organization.

PERFORMANCE EVALUATIONS

At the end of the year, eligible employees and their managers can summarize their performance throughout the year. Employees are assigned a performance rating and have a detailed conversation about their results, accomplishments, strengths, developmental opportunities, and career aspirations.



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More info at www.ajg.com/myPerformance