

## Performance Development System – Employee Survey

	<b><i>Practice</i></b>	<b><i>Importance</i></b>	<b><i>Current Status</i></b>
1.	My supervisor and I set meaningful, measurable and specific performance goals	L M H	1 2 3 4 5
2.	I receive regular meaningful feedback throughout the year that helps me to improve performance	L M H	1 2 3 4 5
3.	I know the long term vision and strategic direction of the company	L M H	1 2 3 4 5
4.	I can clearly identify the link between my performance goals and the strategic direction of the company	L M H	1 2 3 4 5
5.	I feel comfortable giving my supervisor feedback on issues that impact on my ability to perform effectively on the job	L M H	1 2 3 4 5
6.	My supervisor practices active listening during my performance interviews	L M H	1 2 3 4 5
7.	I can have effective input when the company wants to improve a process or system	L M H	1 2 3 4 5
8.	This company effectively measures and rewards group performance on a regular basis	L M H	1 2 3 4 5
9.	My company effectively measures and rewards individual performance on a regular basis	L M H	1 2 3 4 5
10.	All staff are fairly recognised and rewarded for their exceptional “one-off” efforts during the year	L M H	1 2 3 4 5
11.	I receive the training, resources and support I need to improve my performance	L M H	1 2 3 4 5
12.	I receive valuable feedback during performance interviews that helps me to improve performance	L M H	1 2 3 4 5
13.	I leave my performance interview and reviews confident and motivated to achieve	L M H	1 2 3 4 5

L = low importance  
M = medium importance  
H = high importance

1 = low confidence  
5 = high confidence