



May 2023

The purpose of the process is to:

- Create alignment and focus on annual goals for the upcoming performance year**
- Reinforce the desired culture of the University through feedback on the Fisher Competencies**
- Support open discussion and feedback to enable employees to contribute to their fullest ability**



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The purpose of these sections is to reinforce the desired culture of the University by promoting a discussion of the competencies expected by all Fisher employees in the performance of their work. Performance is not only "what" is accomplished but also "how" the work is accomplished. The descriptions provided describe the types of behaviors expected in the demonstration of the competency. The descriptions are not intended to be an all-inclusive list.

Both the employee and the supervisor should reflect on the degree to which each competency was demonstrated over the past year; as well as goal achievement over the past performance cycle. (June 1 – May 31).



