

# PRISM: ALIGNING EMPLOYEE PERFORMANCE TO ORGANIZATIONAL GOALS IN AN ELECTRONIC FORMAT

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# Components of PRISM (Performance Review: Input, Support, Management)

- Performance Categories based on Core Competencies
- Ability to Set Goals and Align to the Organization's Strategic Mission
- Inclusion of a Professional Development Plan
- Employee Self Evaluation
- Supervisor Evaluation
- Review Progress
- Scoring
- System Administration and Training
- Electronic Format - Engagedly



“Tailor  
Performance  
Tools for  
Different Job  
Types”

## Four Core Competencies

Exhibited by all employees – weighted differently

	Department Head	Manager	Technical/ Front-Line
Leadership	40%	20%	10%
Management	20%	40%	10%
Technical	20%	20%	60%
Team	20%	20%	20%

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# Performance Categories and Expectations

- Performance Categories – ranging from Initiative and Innovation to Communication Skills and Customer Service – ability to add more
- Rating System with no numbers:
  - Achieves Expectations
  - Exceeds Expectations – justify
  - Requires Improvement – justify

# Goals and Professional Development

- Ability to set performance goals
  - Use SMART goal format
    - Single Outcome, Measurable, Actionable, Realistic and Timeframe
- Ability to establish a professional development plan

THANK YOU

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Questions?

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