Success measures have been developed for 16 roles so far. If you are working in one of these roles these will be how your performance is measured and how your team will know they are putting their effort into the right places.

While formal performance discussions with your manager may only happen once a year, you will be having regular conversations with your managers on how things are going as well as day to day conversations – all of which you can use the success measures to guide you.

As a team member your responsibility is to;	*Your manager's responsibility is to*;
• make every effort to meet the success measures (through achievement against the performance indicators and your development objectives) • Maintain a record of achievement against this during the year (e.g collecting feedback, achievements, examples) • Keep your manager informed of key achievements and any difficulties in achieving success measures. • Manage your own performance, development and career • Take ownership for solving problems, • Take steps to create and action your development plan, • Plan for and initiate conversations • Participate in formal and informal discussions to review your performance	• Provide regular constructive feedback (monthly as a minimum) throughout the review period with "no surprises" at the end of the period • Raise performance issues promptly and allow opportunity to address these before the end of the period. • Provide assistance (i.e. in the form of necessary resources and time), opportunity and direction to enable you to meet your success measures. • To be open and prepared for ongoing conversations on development and careers. • To give personal insight. • To assist you to prepare a Performance and Development Plan which supports your development • To Provide opportunities and assistance to enable you to meet development objectives

Assessing your performance

The best kind of feedback on your performance will be from your manager, peers, team members, coaches, mentors; people who have observed your behaviours across a range of situations, scope etc.

Key questions to ask

- How frequently am I demonstrating this? (Never – Always)
- What evidence/ feedback do I have to support this success measure?
- What would my performance look like if I was stronger in this area?
- What existing strengths do I have that I could build on to develop this success measure?

Conversation starters..

- "I've been thinking about my role…"
- "I've identified what can be done better…"
- "I'd like to pick your brains on what you think can help me in my development…"
- "It's really important to me…."
- "I would like to discuss possible opportunities…"