**STEP 1: Goal Setting Conversation**

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| Employee Name: | |  | Manager Name: |  |
| Position: |  | | Department/Faculty: |  |
| Date: |  | | | |

Consider what you aim to accomplish in your role over the next year. Goal setting conversations are a collaborative process and are to be completed in consultation with your manager at your *Goal Setting Conversation* meeting.

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| 1. **Get Started** |
| * Review the JIQ to ensure the position’s Key Responsibilities are still relevant. If substantive change has occurred, discuss this with your supervisor and contact your HR Partner. * Discuss how the job contributes to the “bigger picture”; consider the department, faculty and/or university strategic plan and service to our students and/or partners of the university. * Review the university’s mission, vision and values and consider how your goals align. * You may wish to consider the following questions for discussion which may support the development of performance goals.   + How can you in your role contribute to the success of your department, faculty and the university?   + What do you love about your job? What are your strengths? How can you align your strengths with the goals you set this year?   + Which skills would you most like to develop? What goals could be set to support this development? |

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| **2. Define Your Goals**  Set 3 to 5 goals for the upcoming Performance and Development Cycle. If you need support with defining goals, refer to the “Setting Goals” handout in the resources section. | | |
| *Goal 1:* |  | |
| What challenges do you anticipate in achieving this goal? | | |
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| What support is needed to attain this goal? | | |
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| What are the timelines to complete this goal? | | |
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| What are the measures by which we will evaluate goal attainment? (thinking SMARTER Goals) | | |
| *Goal 2:* | |  |
| What challenges do you anticipate in achieving this goal? | | |
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| What support is needed to attain this goal? | | |
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| What are the timelines to complete this goal? | | |
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| What are the measures by which we will evaluate goal attainment? (thinking SMARTER Goals) | | |
| *Goal 3:* | |  |
| What challenges do you anticipate in achieving this goal? | | |
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| What support is needed to attain this goal? | | |
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| What are the timelines to complete this goal? | | |
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| What are the measures by which we will evaluate goal attainment? (thinking SMARTER Goals) | | |

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| **3. Identify a Professional Development Plan** | | |
| One of the ways to build institutional knowledge and organizational capacity is through professional development. To ensure that our institution keeps pace with the current standards, trends and changes in our profession, staff are encouraged to seek learning opportunities for professional growth. Achievement of professional development goals also support staff in making meaningful contributions to their team and in their efforts to progress their career.  Learning opportunities to support individual development may include: workshops, books, webinars, conferences, professional development opportunities available through the [Ontario Tech University Learning Catalogue](https://hr.ontariotechu.ca/learning-and-organizational-development/index.php), stretch assignments, cross-training, or Leadership Development programming at Ontario Tech University.  What opportunities for growth are you interested in pursuing? | | |
| **Learning Activity:** | | **Comments:** |
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| **4. Make a Plan to Meet** | |
| Set your *Step 2: Check-In Conversation* meetings. These can occur at points in the cycle which correspond with the timelines of your goals so as to ensure optimal support and feedback. At least 2 check-in meetings throughout the cycle are recommended. | |
| Date of check-in meeting #1: |  |
| Date of check-in meeting #2: |  |