

Powerful Performance Objective Setting

Poor Example	Good Example From Goal Finder
Ensure accuracy of work/reporting	To improve quality of reporting, hit 90% of my 'random sample' reports check each week/month as being accurate – 'new normal' in three months' time.
Improve quality of your proposals	To help you write great proposals on your own, reduce the average number of amendments I make to proposals by 50% (currently 10-15 each time) - 'new normal' in three months' time.
Take responsibility for X and be self sufficient	To help you become self-sufficient, reduce number of times I have to intervene/things are escalated to me in X area to no more than twice a day by the time we review in 2 months.
Raise profile over next few months to be able to influence more effectively	To help get yourself noticed more, two of your ideas should be adopted/incorporated into X within next 3 months.
Be the 'go to' person for the client/stakeholder	To help you become the 'go to' person for X client, increase by 50% the number of weekly emails from X that has you in the 'To' line rather than me.
Improve attitude around requests made to you	To help increase productivity, reduce incidences of telling me you are 'too busy' by 50% - 'new normal' in 2 months' time.
Improve understanding of new technology	To help increase your knowledge of X, pass my 'quick test' in 90 days' time.
Network more externally	To help you hit the new clients target, achieve X number of contacts requesting information after the next networking event.

