

**University of North Texas Health Science Center**

2015 Staff Performance Feedback Form



Section I – Team Member Information			
Team Member Name:		Employee ID:	
Position Title:		Position ID:	
Supervisor:		Review Date:	
Department:			

Section II – Performance Evaluation Signatures (sign for receipt and completion of Section VI)	
<b>Direct Supervisor Signature</b>	<b>Date</b>
<b>2nd Level Supervisor Signature</b>	<b>Date</b>
<b>Team Member Signature</b>	<b>Date</b>
<b>Human Resources Representative</b>	<b>Date</b>
** Team Member signature acknowledges receipt of completed evaluation; it does not necessarily indicate agreement. **	

Section III – Values Assessment	
Values	Behaviors
<p><b>SERVE OTHERS FIRST</b></p> <p>Encourage growth, well-being and success of each other and people we serve</p>	<ul style="list-style-type: none"> <li>• Empower one another to make values-based decisions</li> <li>• Consider the impact of your decisions</li> <li>• Be good stewards of people and resources</li> <li>• Demonstrate compassion, care and humility</li> <li>• Promote individual potential</li> </ul>
Demonstrated Strengths:	Opportunities for Improvement:
<p><b>INTEGRITY</b></p> <p>Uphold the highest ethical standards</p>	<ul style="list-style-type: none"> <li>• Do what is right, not just what is easy - even if no one is looking</li> <li>• Conduct ourselves with honesty, trustworthiness and dependability</li> <li>• Be transparent in actions</li> <li>• Own, correct and learn from successes and failures</li> <li>• Demonstrate loyalty to our mission and vision</li> </ul>
Demonstrated Strengths:	Opportunities for Improvement:
<p><b>RESPECT</b></p> <p>Treat everyone with dignity and compassion</p>	<ul style="list-style-type: none"> <li>• Gratefully acknowledge contributions and efforts of others</li> <li>• Invite other perspectives and encourage dialogue</li> <li>• Communicate openly in a timely, courteous and relevant manner</li> <li>• Promote diversity of thought, ideas and people</li> <li>• Build trust by honoring our word through actions</li> </ul>
Demonstrated Strengths:	Opportunities for Improvement:
<p><b>COLLABORATION</b></p> <p>Work together to achieve shared goals</p>	<ul style="list-style-type: none"> <li>• Combine our strengths to discover new ideas and share best practices</li> <li>• Seek opportunities to engage others and break through barriers</li> <li>• Inspire one another to be more, collectively, than the sum of our individual parts</li> <li>• Give, ask for and value feedback</li> <li>• Recognize the contributions of others and celebrate successes</li> </ul>
Demonstrated Strengths:	Opportunities for Improvement:
<p><b>BE VISIONARY</b></p> <p>Create innovative solutions in the pursuit of excellence</p>	<ul style="list-style-type: none"> <li>• Respectfully challenge the way things have always been done</li> <li>• Create unique ways to provide remarkable service</li> <li>• Navigate change to move us forward</li> <li>• Proactively implement new ideas</li> <li>• Take thoughtful risks</li> </ul>
Demonstrated Strengths:	Opportunities for Improvement:

**Section IV – Team Member Development**

Was coaching used as a feedback and development tool?    No                      Yes

(Check all that apply)    Formal with Coaching Plan                      Informal/in the moment

How has coaching affected Team Member development?

**Section V – Performance Goals for FY 2016**

Goals	Measures & Resources Needed
Individual Goal 1:	
Individual Goal 2:	
Individual Stretch Goal:	
Collaborative Team Goal:	

**Section VI – Performance Evaluation**

**Job Responsibilities** *(List top 5 to 7 job responsibilities.)*

**Supervisor Comments** *(Provide qualitative feedback on performance of job responsibilities.)*

**Team Member Comments** *(May include any desires for career growth and development.)*

<b>Rate according to rating scale provided</b>	<b>Section VI – Rating</b>	
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\*\* Upon completion of the performance feedback session, please return to page 1 for team member signature \*\*

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Objectives

1. To identify demonstrated strengths and opportunities for improvement building our values-based culture.
2. To increase effectiveness and overall department success in meeting the institution's strategic goals.
3. To increase team awareness of job performance based on job responsibilities.

Document Sections

**Section I – Team Member Information**

**Section II – Performance Evaluation Signatures**

**Section III – Values Assessment** – This section documents how well the team member has demonstrated the identified values-based behaviors over the last year. Each sub-section provides space for comments.

**Section IV – Team Member Development** – This section provides space for collaborative input on the role coaching plays in the team member's development.

**Section V – Performance Goals for FY 2016** – This section provides space for collaborative goal-setting for the upcoming year. Include 4 performance goals (2 individual, 1 stretch, 1 collaborative team) aligned to HSC strategic plan, department action plan and individual coaching plan.

**Section VI – Performance Evaluation** – This section provides space for evaluation of performance based on job responsibilities associated with current position. List the top 5 to 7 responsibilities associated with the team member's position. Space is provided for supervisor and team member comments related to overall performance, career growth and development. Use the rating scale below for this section.

Rating Scale

<b>1 -- Unsatisfactory:</b> Immediate and sustained performance improvement required to remain at HSC.
<b>2 – Not Meeting Expectations:</b> Did not meet some expectations.
<b>3 -- Meets Expectations:</b> Met HSC standards / expectations.
<b>4 -- Exceeds Expectations:</b> Consistently delivers above HSC standards / expectations.