

PERFORMANCE CALIBRATION MEETING

LEADER PRESENTS THEIR TALENT

- Overall rating & rationale
- Objective data used (*quantitative & qualitative*)
- Values demonstrated (or lack of)



ASK QUESTIONS-HEALTHY DEBATE

- Objective data and ratings applied consistent with other leaders?
- Performance rating pitfalls or traps?
- Values fairly evaluated and consistently?



REACH CONSENSUS

- Consensus on all performance ratings
- Identify and make any adjustments needed to existing ratings
- Reflect on process, what worked? Opportunities?