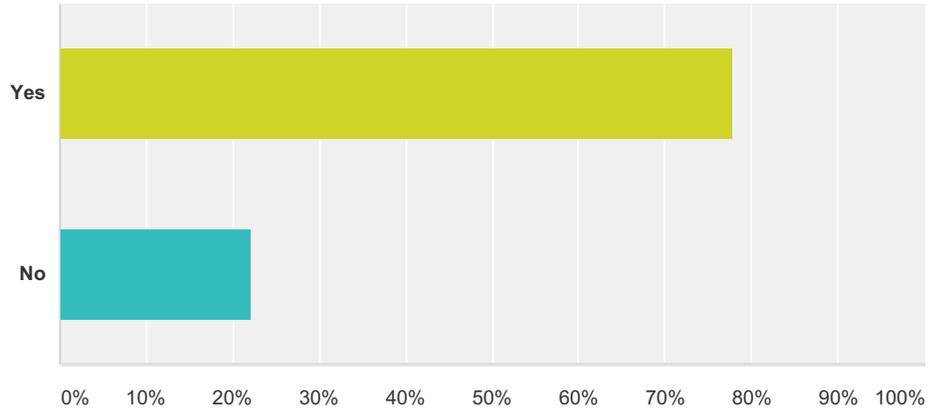


Goal Setting Session Follow-up

Q1 Did you gain useful knowledge about drafting your performance goals for 2015 during your goal setting session with Lindsey and Christina?

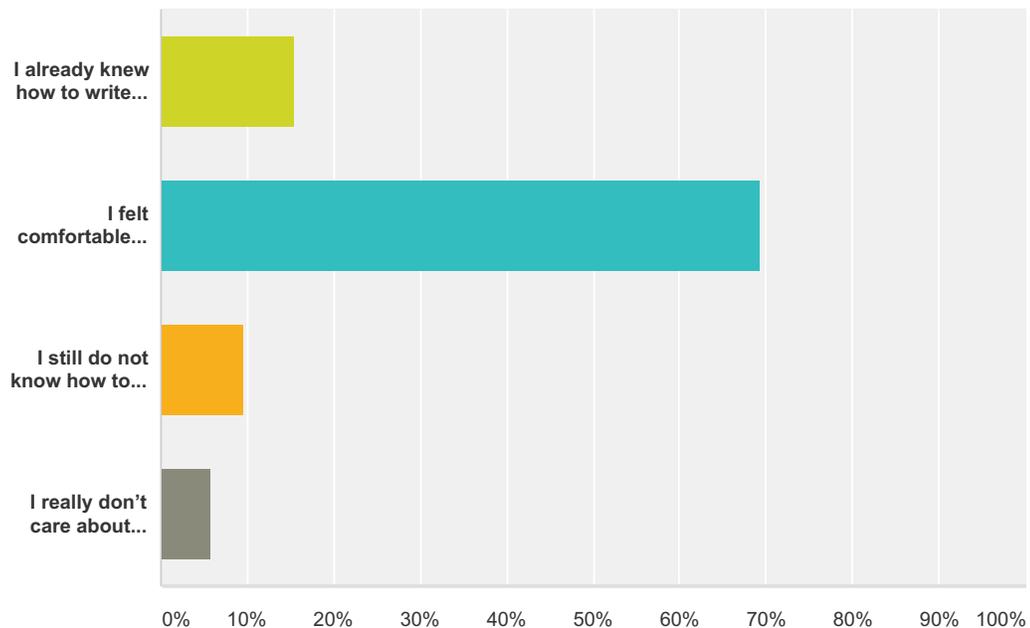
Answered: 54 Skipped: 0



Answer Choices	Responses
Yes	77.78% 42
No	22.22% 12
Total	54

Q2 Please choose the statement below that most closely reflects your status:

Answered: 52 Skipped: 2

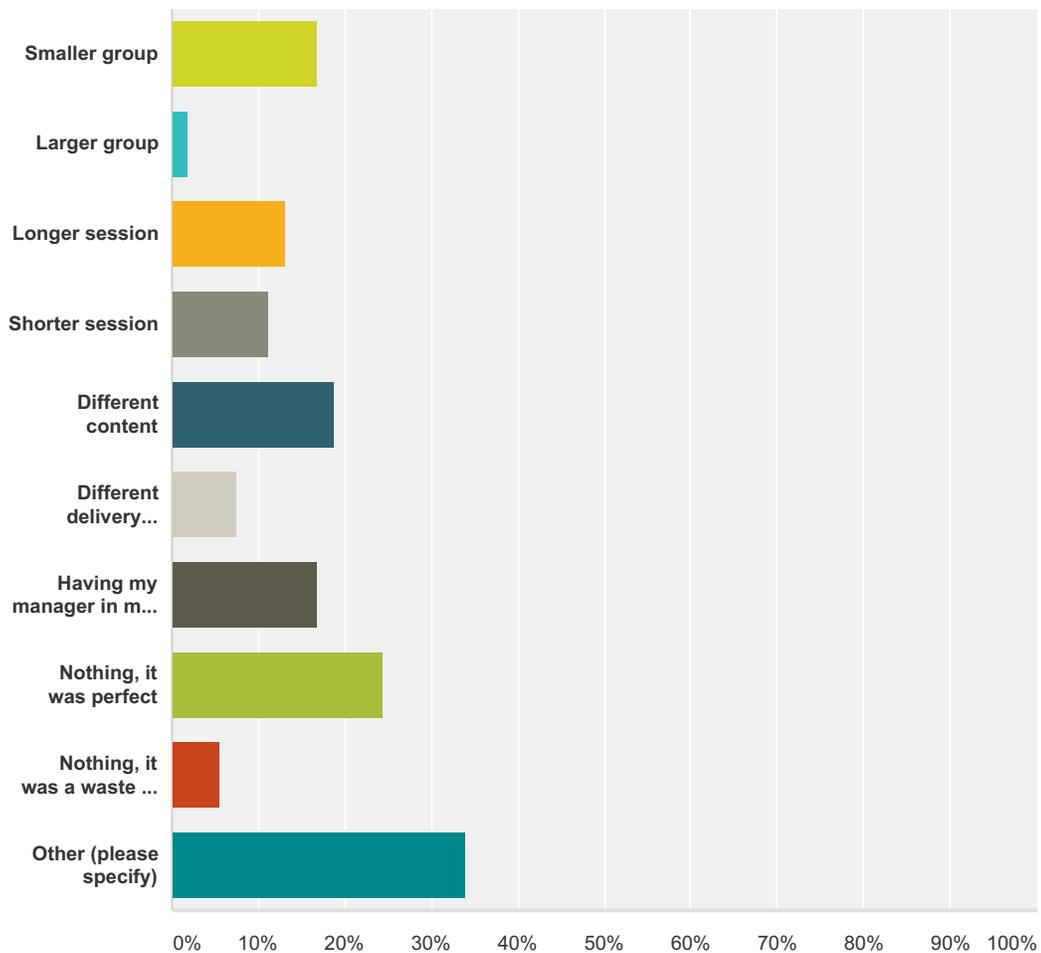


Goal Setting Session Follow-up

Answer Choices	Responses	
I already knew how to write a performance goal before the session	15.38%	8
I felt comfortable writing performance goals before the session, but did gain useful information	69.23%	36
I still do not know how to write a performance goal and would like more guidance	9.62%	5
I really don't care about performance goals	5.77%	3
Total		52

Q3 What would have improved this session? Check all that apply.

Answered: 53 Skipped: 1



Answer Choices	Responses	
Smaller group	16.98%	9
Larger group	1.89%	1
Longer session	13.21%	7
Shorter session	11.32%	6

Goal Setting Session Follow-up

Different content	18.87%	10
Different delivery mechanism (for example, on-line, written format)	7.55%	4
Having my manager in my session	16.98%	9
Nothing, it was perfect	24.53%	13
Nothing, it was a waste of time	5.66%	3
Other (please specify)	33.96%	18
Total Respondents: 53		

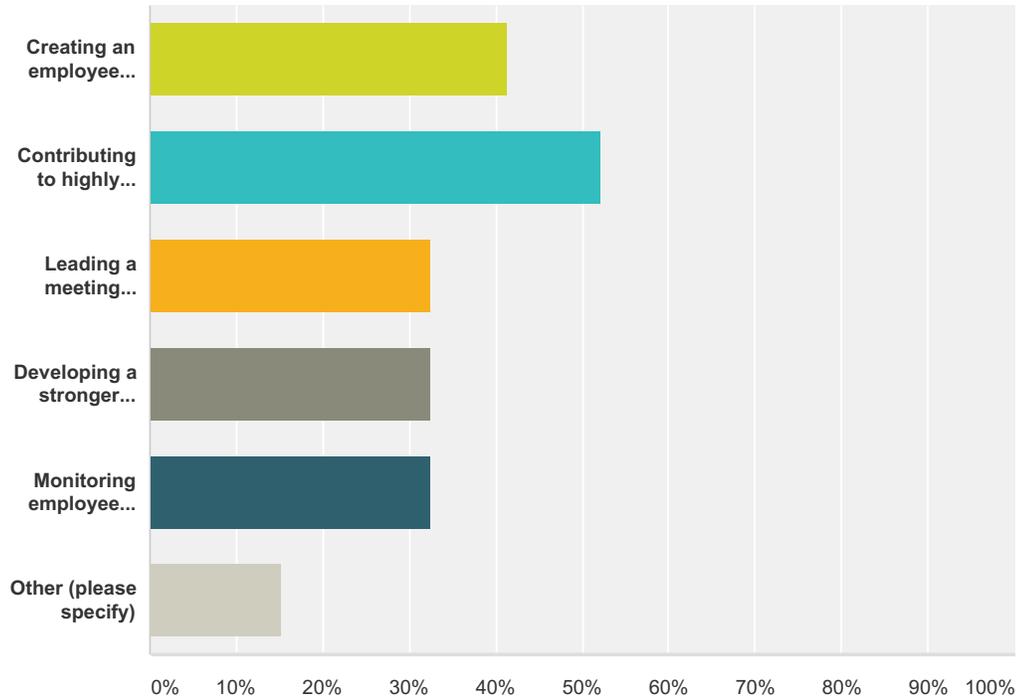
#	Other (please specify)	Date
1	I would have liked it if you presented your goals, how they compared to the overall University's goals, and then how our individual goals could tie into these, especially for us that aren't involved with any of major new initiatives.	11/12/2014 4:10 PM
2	One problem with drafting substantive and relevant performance goals is not having a clear understanding of concrete and specific goals that the department is pursuing. Another problem is that the ability to achieve certain substantive performance goals involves the availability of departmental financial resources and having the requisite authority, and/or support by the supervisor/director/AVP, to accomplish those goals. So, this leaves one to feel as though they need to fall back to more generalized and achievable "goals" so as not to risk being unable to complete the goal. I don't think this structure encourages people to be innovative and take risks to improve the status quo.	11/12/2014 11:01 AM
3	more time drafting/collaborating.	11/10/2014 12:00 PM
4	Overall, I think Lindsey and Christina did a good job with the session. However, I am not optimistic that the importance of the goal setting practice will be implemented by management in my office.	11/10/2014 10:28 AM
5	found it confusing	11/7/2014 7:06 AM
6	Confused people as we have not done 2014 evaluations yet and they are input. This is for next year 2015.	11/6/2014 6:26 PM
7	Group size was perfect - if it were smaller people would have felt intimidated about speaking up. I would have appreciated a word or two about the Development Activity, since we have been told it is now important (was not previously) but there is no money for outside development opportunities.	11/6/2014 1:55 PM
8	it was too general. I think I needed something more specific to the job I do.	11/6/2014 12:56 PM
9	more assistance individually from instructors	11/6/2014 12:35 PM
10	Having an actual workshop to draft and align departmental priorities by area (So AVP down to front line staff for one unit, wo	11/6/2014 11:46 AM
11	Having the goals from leadership to tie to in the course. Also, the suggestions they made conflict with the guidance given by the supervisor who wanted to see less, not more.	11/6/2014 11:37 AM
12	Respectfully I don't see where this evaluation helps me out in anyway. It's not like I have different goals or tasks from one year to the next. Personally I feel like my time would be much more productive doing my job verses doing the evaluation. I understand this is required and I therefore do it but I do feel there is no value in it for me and what I do here at UVA.	11/6/2014 11:26 AM
13	Better "specific" examples	11/6/2014 11:19 AM
14	Having the session targeting towards manager's specific groups and tweaked to accommodate that manager's preferences.	11/6/2014 11:18 AM
15	It would have been very beneficial before ever going into Lead@.	11/6/2014 11:14 AM
16	On question 2 there was not a choice for "I was not comfortable writing SMART goals, but I am more comfortable now and gained important information", but if there were I would have chosen that one. Hopefully these sessions make it clear to managers that goals and evaluations are important.	11/6/2014 11:00 AM
17	Better facilitators, clearer information provided by the facilitators on 'the finance way'	11/6/2014 10:58 AM

Goal Setting Session Follow-up

18	having as examples how goals in our unit roll up to those of our supervisor and their supervisor...all the way up to the mission of the University	11/6/2014 10:55 AM
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Q4 What other employee development sessions would you find useful to attend in a similar format (instructor-led, smaller groups with others from the Finance division)

Answered: 46 Skipped: 8



Answer Choices	Responses
Creating an employee development plan	41.30% 19
Contributing to highly effective work teams	52.17% 24
Leading a meeting effectively	32.61% 15
Developing a stronger partnership with your manager	32.61% 15
Monitoring employee performance throughout the year	32.61% 15
Other (please specify)	15.22% 7
Total Respondents: 46	

#	Other (please specify)	Date
1	Although it is interesting to attend these sessions with people from other departments, it might be a more productive meeting if it was department specific. Otherwise, the information provided is too generalized in many instances as departments differ a great deal in how they function and the future opportunities that may exist for development.	11/12/2014 11:01 AM

Goal Setting Session Follow-up

2	This isn't something I've put much thought into but I think Contributing to highly effective work teams sounds interesting.	11/10/2014 10:28 AM
3	Meeting and learning more about other areas with in Finance division.	11/6/2014 6:26 PM
4	As a manager, I would advocate for Individual coaching sessions - for every FI employee regardless of position. My supervisor says there is a hefty fee and the department cannot afford this but I think we are trying to recalibrate the mindset and change the culture, and this is one way to reach disengaged or disillusioned employees.	11/6/2014 1:55 PM
5	None at the present time.	11/6/2014 11:26 AM
6	personality styles, strengths, crucial conversations	11/6/2014 10:58 AM
7	To promote excellence and highly effective work teams, Directors & Managers need to be encouraged to attend, and even more so adhere, to a less micromanaging environment providing seminars and training like: 'Letting IT go' of control and micromanagement, and how to effectively monitor employee's performance throughout the year.	11/6/2014 10:58 AM