Performance & What Matters to You Conversation Form

Vision Mission Values

OUR VISION:

Healthier people. Healthier communities. Thriving together.

OUR MISSION:

Partnering with our communities, we provide safe, accessible and sustainable people-centred health care.





OUR VALUES:

Uncompromising Integrity

We build trust through accountability, authenticity and responsiveness in everything we do.

Pursuit of Excellence

We put forth our personal and professional best in our commitment to the highest standards of safety, quality and service.

Respect for all

We commit to inclusion and equity, and embrace diversity of culture, traditions, identity, ability and thought.

Healing Compassion

We empower hope for the whole person, being there along the journey with kindness, generosity and empathy for another's reality.

Purposeful Innovation

We courageously create new opportunities and collaboratively generate solutions for a sustainable future.

You will have a meeting with your manager where you can talk about your work, get answers to your questions, and discuss situations where you have really done well. It is a good time for you and your manager to get to know each other better. You can talk about what help you need to be even better at your job.

Read the questions on the next page and think about how you will answer them during the meeting. Both you and your manager can share your answers



Conversation Starters for you and your Manager

- 1. Think about your work in the past two years:
 - a. What helped you do a good job? (such as your skills, tools, coworkers, other things)
 - b. What made your work more difficult? (such as not having enough skills, tools, time, help, or other things)
- 2. On a scale of 1-10, how happy are you at your current job?
 - a. Is there anything you are currently doing or want to do to help improve that number?
 - b. Is there anything our team can do to support you in doing so?
- 3. What are your work goals for the next two years?
 - a. What can you do to reach those goals?
 - b. How can our team best help you reach your goals?
- 4. What Matters to You in terms of a thriving work environment for you individually and for your team?
- 5. What would make your job more fulfilling and enjoyable?
- 6. Do you feel like your goals align well with the goals of the organization and your leaders?
 - a. How do you help the organization reach its goals?
- 7. What suggestions do you have to work better together?

If you and your manager want to make a plan to help you learn new skills for this job and/or get ready for a new job, you can get the Learning Plan form here: https://www.southernhealth.ca/assets/documents-library/Performance-Evaulation-LearningPlan-ORG.1510.PL.013.FORM.02.pdf.

This performance conversation has been completed.

Employee Name	Employee Signature
Date	Employee Number
Manager Name	Manager Signature

The manager will send one completed form every two years to the employee file to show that the meeting took place. The Employee and Manager may keep a copy of this form. Thank you.

