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Performance Management

Resources regarding Professional plans, evaluations, etc. for University Staff & Classified Staff

- How to write SMART Goals. **SMART** goals are:
- Specific *(Who is involved, what should be accomplished, where will this occur?)*
- Measurable *(Establish criteria for measuring outcomes and how to determine if objective is achieved*'. '*E.g. how much, how many, how do you know when it is accomplished?)*
- Ambitious/Attainable*(Motivating but realistically attainable)*
- Results-Oriented/Relevant/Realistic*(Aligns with the bigger picture. What is the expected result?)*
- Timely *(Includes a specific time-frame for achieving objectives)*
- Examples of SMART Goals
- How to Have Difficult Conversations
- Giving Harsh Reviews with Empathy
- Performance Management tools & resources

SEHD's University Staff Performance Development & Management tool (new all-in-one tool from Denver campus HR in 2023, includes what we previously called the Professional Plan and Performance Evaluation). This link goes to an excel file which will download in a new window.

- Performance Management Plans for Classified Staff are also found at the Performance Management Website

> 💡 Who to contact about edits needed on this page: SEHD HR

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