

PERFORMANCE MANAGEMENT

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What is Performance Management?

Performance management is more than a once-per-year conversation. It's about being accountable for our results and behaviors and supporting strategic and consistent goals so we're all going in the same direction. This drives better results for our patients.

What will I be rated on?

Employees will be rated in three areas: Performance to Goals, Daily Work, and the Commitments. The system will determine an overall rating based on the ratings in those two areas.

** Please note: Ebenezer is an affiliate of MHealth Fairview and therefore, Ebenezer employees follow the Fairview Commitments.*

How will I be rated?

There are 5 possible ratings for each category. See the [ratings scale descriptions](#) here.

Exceptional: A key contributor and role model to fulfilling goals, demonstrating commitments, and performance expectations.

Exceeds Expectations: Frequently exceeds expectations in achieving goals, demonstrating the commitments, and produces high quality work.

Meets Expectations: Achieves organizational goals as written, consistent performance, and demonstration of commitments.

Needs Improvement: Organizational goals are not consistently met, inconsistent demonstration of commitments, and performance.

Unsatisfactory: Goals are not met, does not demonstrate commitments, and performance is consistently below expectations.

Please note that most employees will fall into **Meets Expectations**.

When will I have my Performance Review?

2023 Performance Reviews are due March 1, 2024. Your leader will work with you to schedule your review.

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Is there anything I need to do prior to my Performance Review?

You have the choice to complete a self-evaluation in Talent Connect. All self-evaluations are due by December 31, 2023.

With the self-evaluation, your comments will be available to your leader and will be included in your performance review. Log into the system using your organizational username and password.

What does it mean to ‘acknowledge’ my Performance Review? How will I do that?

Talent Connect will send you an email with a link to acknowledge that you had your 1:1 conversation to review your Performance Review form and your job description. Log into the system using your organizational username and password. If you do not have a computer or laptop, you can use your phone or tablet. If you are not able to use one of those, work with your leader to find a solution.

What if I have more than one role in my organization?

Employees who have multiple roles will receive a review for each role.

How do Goals work?

Each employee will enter a minimum of one (1) organizational goal in the Talent Connect system and one (1) development goal. Organizational goals may also be cascaded from your leader. Development goals should be created by each employee.

What if I don’t have any organizational goals in Talent Connect?

You will need at least one organizational goal to be rated on your performance to goals. Work with your leader to find an appropriate organizational goal.

What is the best web browser to use with Talent Connect?

Talent Connect works best with Chrome.

What do I do if I have more questions later?

Talk to your leader about any questions you have.