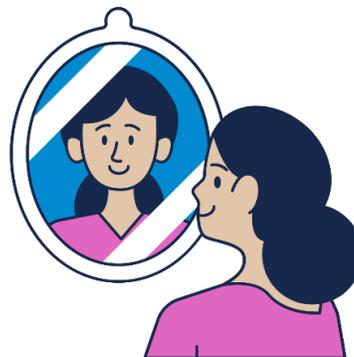


Self-Appraisal

You are an active part of the performance review process. The self-appraisal is one of the optional opportunities for you to share your thoughts and highlight your accomplishments throughout the process.



All team members are encouraged to complete a self-evaluation for their annual performance review. This is an opportunity to highlight achievements from the past year in your own words. The self-evaluation provides space to comment on key areas: daily work, performance to goals, the Fairview Commitments, and personal development goals. These comments will appear in the review form, making it easier for your leader to incorporate them as they add their feedback. Your comments can help your leader recall important contributions, like a major project you worked on earlier in the year.

While optional, we recommend completing the self-evaluation in Talent Connect **by December 31, 2025**. Your leader may set a different deadline for your team.

What is evaluated?

Daily Work

- ✓ Essential job functions
- ✓ Skills, knowledge, abilities, & other characteristics needed for satisfactory performance of job description

33%

Performance to Goals

- ✓ Performance & accomplishments related to Fairview’s strategic priorities & performance dimensions
- ✓ Each team member needs to have at least one goal in the system

33%

Fairview Commitments

- ✓ Behaviors to achieve our mission & vision
- ✓ Consider how you demonstrate the guiding principles of our Commitments: Respect for People & Continuous Improvement

34%

How to complete the Self-Evaluation in Talent Connect

Access the [Interactive Technical User Guide](#) or [written directions](#) to find directions to complete reviews with Alternative Reviewers in Talent Connect.

Summary

Self-Appraisal

- ✓ Optional
- ✓ All team members are encouraged to comment on their performance within Talent Connect
- ✓ Comments are shared with leader who responds
- ✓ Due by December 31, 2025