



We believe an employee is happier and more productive when they are engaged in their work and confident in their bright future with the City.

## What is SLCbe?

SLCbe is a goal-setting and feedback initiative that will offer supervisors and employees the opportunity to;

- identify individual goals
- reflect on how their work aligns with the department's mission and goals
- collaborate on professional goals that will position employees for career growth
- create a two-way dialogue of constructive feedback
- brainstorm ideas on how to improve the department

## SLCbe is NOT...

- a rating system
- a review tied to pay
- an old-fashion performance review that focuses on the wrong things

## How it works!

**Once a year** employees should identify two sets of goals on page one of the goal sheet;

- individual goals that represent the department's mission and goals
- professional development goals, such as courses through Employee University

At **quarterly** discussions, review goals and make adjustments as needed AND complete page two of the goal sheet. Page two asks that together you...

- review recent accomplishments
- share ideas to improve the work environment and processes
- provide feedback to one another that will allow you to work as a more successful team

*Supervisors will be responsible for scheduling these brief discussions and having completed goal sheets filled out and delivered to department directors.*

- be empowered • be engaged •