# **Goal #1: Get Results**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Importance | Target | Current |
| Sets and meets the right objectives as measured through OKRs or KPIs |  |  |  |
| Makes good decisions in a timely manner |  |  |  |
| Balanced effort on the team |  |  |  |

Ideas for improvement:

# **Goal #2: Engaged Team that is fearless**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Importance | Target | Current |
| Measured satisfaction through an Employee NPS survey or other regular surveys |  |  |  |
| Higher than average employee retention  |  |  |  |
| Open communication and self-accountability |  |  |  |

Ideas for improvement:

# **Goal #3: Enthusiastic Customers**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Importance | Target | Current |
| Measured satisfaction through sales data, NPS survey or other regular surveys |  |  |  |
| Customers seek out my input and guidance |  |  |  |
| Regularly receive referrals |  |  |  |

Ideas for improvement:

# **Goal #4: Create More Leaders**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Importance | Target | Current |
| Few surprises bubble to my level |  |  |  |
| Team remains effective in my absence |  |  |  |
| Trainable management process and good leadership bench |  |  |  |

Ideas for improvement: