

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: