Thinking About Feedback

The **What's**

- *Results*
- *Key Outputs*
- *Objectives*

The **How's**

- *Contributing Factors*
- *Competencies*
- *Organizational Values*

Why is it worthwhile to break down the way we think about performance into what was done and how it was done?

Meaningful feedback facilitates the exchange of information with greater specificity and promotes clear understanding.

Meaningful feedback is more likely to…

- *Be effective at eliciting the desired performance.*
- *Illustrate what is important to the organization's leaders and how performance evaluation decisions are made.*
- *Suggest options for improving performance.*
- *Increase perceptions of fairness and equity.*

Employee Satisfaction and Engagement

Productivity begins with Employee Engagement.

Civilian Personnel Policy

For more information on Employee Satisfaction and Engagment, please visit: www.cpms.osd.mil/worklife