

Name: _____



The Wellbeing Farm

What 100% looks like in my role...

Step One: Deliverables

In as much detail as possible, please clearly outline specifically what changes/ results you will deliver over the next 12 months – and, where appropriate, how you will deliver them e.g adherence to our Quality Standards. In other words what 100% looks like in your role.

It's important that you make these deliverables as measurable, quantifiable and observable as possible – so it will be absolutely clear to both of us exactly what you are promising to deliver and what it looks like when you're performing at 100%.

Think this through carefully, make sure that your goals are challenging, but realistic –and totally unambiguous so that when we look at them at the end of the year there can be no confusion whatsoever as to whether you have achieved these goals or not.

This is what 100% would look like in my role:

Step Two: Required Resources

Based on your goals that you listed on Step One, what are all of the resources, support, help, training and equipment that you might need from me (that you don't have now) in order to successfully achieve all of your goals?

I want to help set you up for success here, so please let me know what I can do to make sure you have everything you need to achieve the deliverables you set out in Step One.

I need the following from you in order to make those things happen:

Step Three: Rewards

If you successfully deliver everything you have promised in Step One, what should your reward be?

Step Four: Ramifications

If I delivered to you all of the resources and support that we have agreed upon in Step Two, but you still don't deliver on your promises/goals in Step One, what should the ramifications to you be?

Signed and agreed _____

Date _____