

Performance Review (Bill Campbell-style)

Results

- What are your current Goals?
- How have you performed against those Goals in the last week/month/year? Metrics.
- What successes and challenges did you experience?
- What can you do to ensure that those challenges won't occur again in the future?
- What are your new upcoming Goals?

Management

- How many reports do you have?
- How often do you hold team meetings? What is the agenda/length?
- How often do you hold 1-1 meetings? What is the agenda/length?
- Are you getting negative feedback from each and every individual and addressing it in a timely manner?

Ask these same questions of reports to see if there is consistency, and to assess if reports feel informed, authorized and motivated.

- *Who is your manager?*
- *How often does he/she hold a team meeting? What is the agenda/length?*
- *How often does he/she hold a 1-1 meeting with you? What is the agenda/length?*
- *Is your negative feedback being requested, encouraged and acted upon?*

Innovation

- What have you done to make your role, or the company operations, easier in the future?

Working with peers

- What challenges are you experiencing in communicating, supporting and getting what you need from others?
 - Ask this same question of all team members to calibrate and see where problems exist.

★ Interested in coaching or software to help implement the Mochary Method at your company? Please fill out our interest form [here](#), or book a discovery call with Nancy Xu [here](#).