



# WHITMAN COLLEGE

## COMPLETING THE SELF-ASSESSMENT Performance Management

### The performance management process

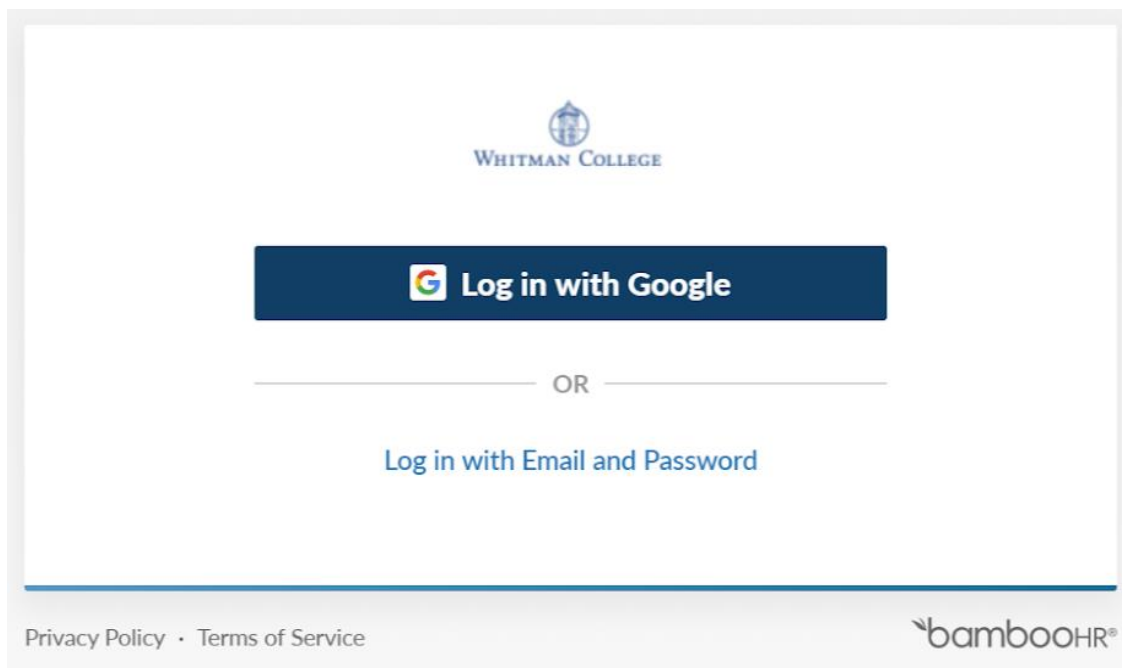
The performance management process consists of three components - goal setting, bi-directional assessments, and peer feedback.

1. Goal setting is intended to be fluid, and staff can create goals in BambooHR at any time. It can be particularly helpful to create them after you receive a performance assessment, and goals can be entered into BambooHR. You can enter, edit and update goals at any time.
2. The assessment process involves two components, the self-assessment that gives staff the opportunity to reflect on your performance and engagement, and the manager assessment.
3. Supervisors will ask peers of each employee to provide feedback anonymously. If you receive the request through BambooHR to provide feedback to a peer, note that there is a two week window to do so. Peer feedback is anonymous.

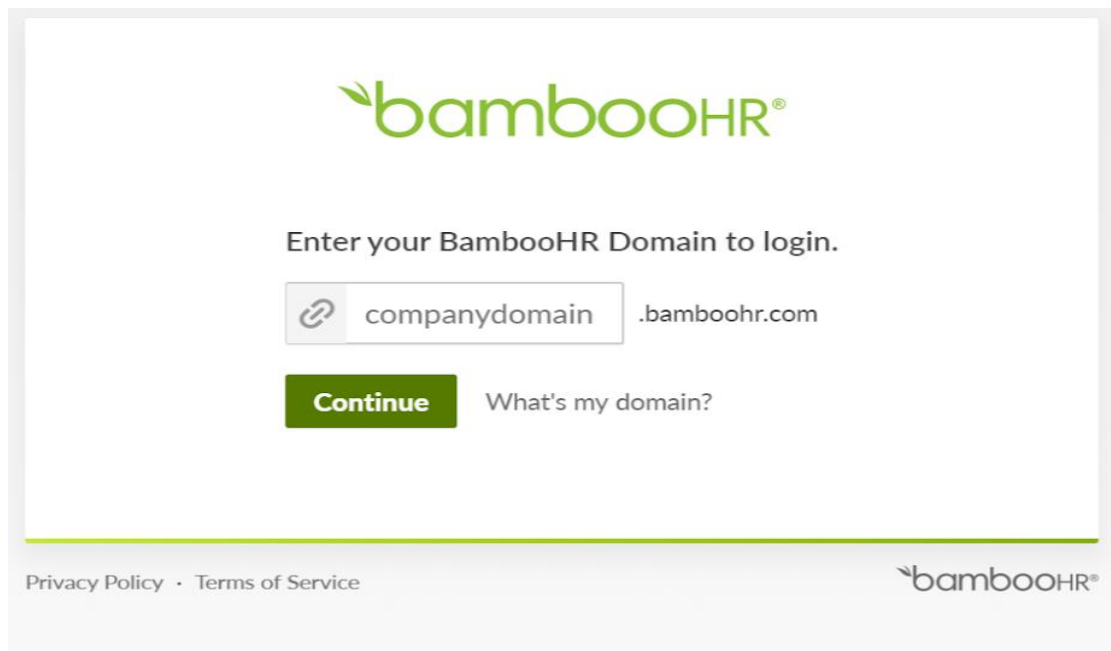
### Logging in to BambooHR.

Both goal setting and the self-assessment can be completed in BambooHR. BambooHR can be located at [my.Whitman.edu](https://my.whitman.edu) under *Staff Toolbox*.

Click on *Log in with Google*.

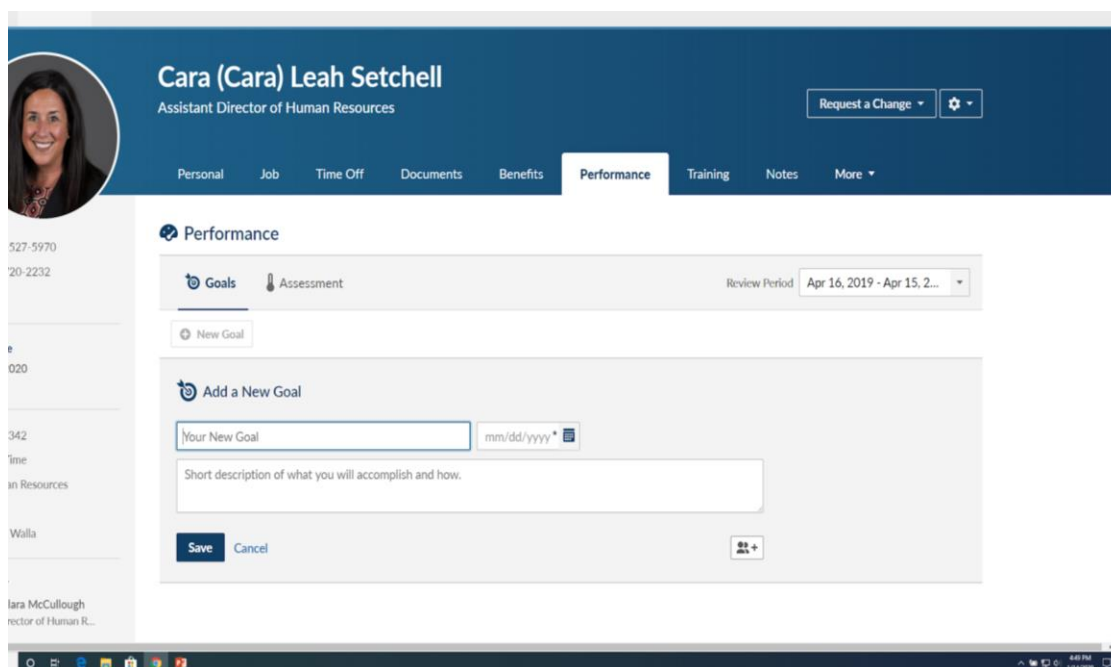


When logging in to BambooHR, you will be prompted to enter *companydomain*. Enter *Whitman*.



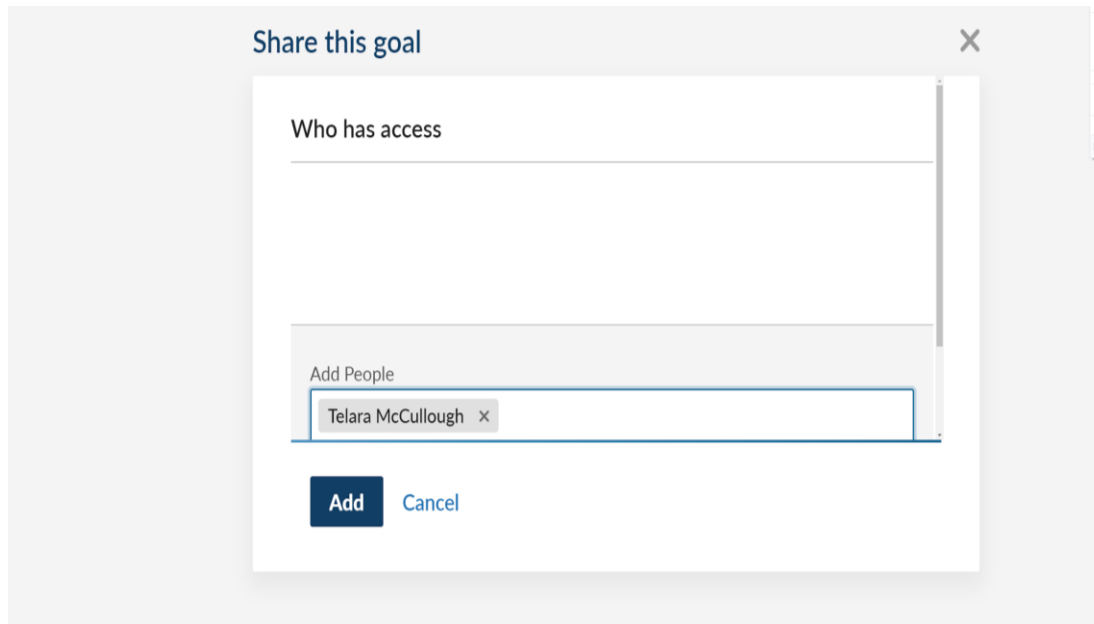
The image shows the BambooHR login interface. At the top is the BambooHR logo in green. Below it, the text reads "Enter your BambooHR Domain to login." There is a text input field containing "companydomain" followed by ".bamboohr.com". A green "Continue" button is positioned below the input field, and a link "What's my domain?" is to its right. At the bottom left, there are links for "Privacy Policy" and "Terms of Service". At the bottom right is the BambooHR logo.

When you enter BambooHR, tab over to the *Performance* screen. In this screen, you will have the opportunity to develop goals. To add a goal, simply click on *Add New Goal*. Then you will be able to title your goal, describe your goal in detail and assign a deadline to the goal.



The image shows the BambooHR Performance screen for user Cara (Cara) Leah Setchell, Assistant Director of Human Resources. The page has a dark blue header with the user's name and title, a "Request a Change" button, and a settings gear icon. Below the header is a navigation menu with tabs for Personal, Job, Time Off, Documents, Benefits, Performance (selected), Training, Notes, and More. The main content area is titled "Performance" and includes a "Goals" section with a "New Goal" button. A "Review Period" dropdown is set to "Apr 16, 2019 - Apr 15, 2...". The "Add a New Goal" form has a title field with "Your New Goal", a date field with "mm/dd/yyyy", and a text area for a "Short description of what you will accomplish and how." There are "Save" and "Cancel" buttons at the bottom of the form, and a plus icon for adding more goals.

If you want to have a shared goal with a colleague or your team, you can then choose to share your goal with those people by clicking on the *Add People* icon. Afterwards, make sure to save your goal. Note that by sharing a goal, it then also becomes the goal of the people with whom you shared it.



### Creating goals

Prior to creating your goals, review your department's mission and goals as well as your position description to ensure alignment. One easy tool for making effective goals is to use "SMART goals." SMART goals are:

**Specific:** Well-defined and clearly articulated

**Measurable:** Progress can be measured

**Action-oriented or Attainable:** Is the goal possible to achieve? What is the action plan?

**Realistic:** Within your reach and relevant to your job and department mission and goals

**Timebound:** Has a clearly defined timeline

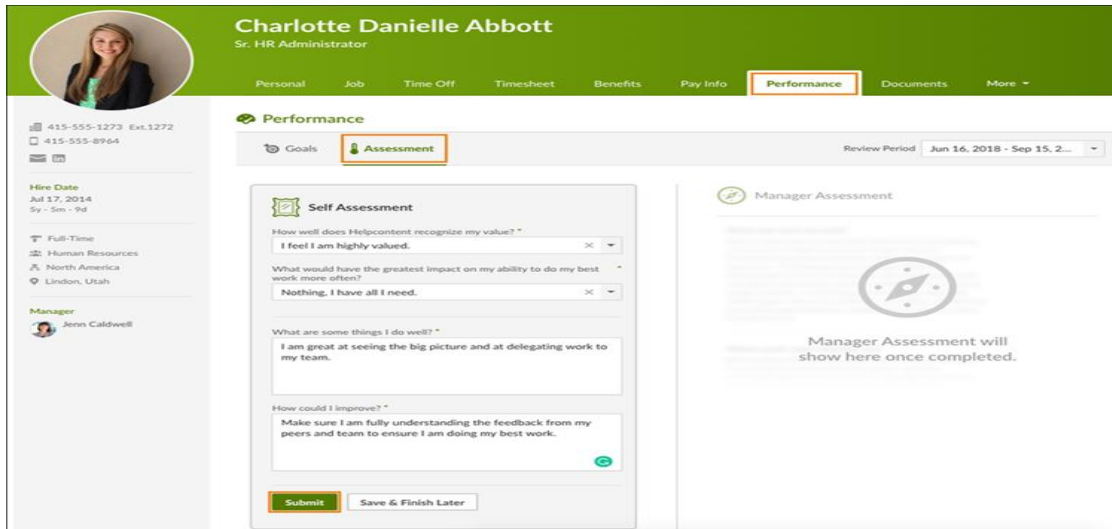
### Completing the self-assessment

Staff will receive notification to complete a self-assessment, which you will be able to locate under the *Performance* tab in BambooHR.

In the self-assessment, you will respond to four questions about your work performance.

1. *How well does Whitman recognize my value?*
  - A. *I feel I am highly valued.*
  - B. *I sometimes feel valued.*
  - C. *I'm not sure others value what I do.*
  - D. *I don't feel valued at Whitman College.*

2. What would have the greatest impact on my ability to do my best work more often?
  - A. The college's direction/purpose was better defined.
  - B. Co-workers were more committed to doing great work.
  - C. Work that better fits my strengths.
  - D. I have what I need to do my best work every day.
  - E. Other (enter text)
  
3. What are some things I do well?
  
4. How could I improve?



Once you submit your self-assessment, your supervisor will receive notification; likewise, once your supervisor completes their assessment of you, you will receive email notification. Once both you and your supervisor have completed your portions, you will be able to view your supervisor's assessment of you next to your self-assessment under the *Performance* tab. Note that your supervisor cannot view your self-assessment until after they complete their manager assessment and vice versa.

