0047 01 0						
2017 Sherpa Scorecard	_			_		
Employee Name:	Manager Name:		[Date:		
GSD Goals (Performance Goals):						
Individual GSD Goals start from SEB's goals an	nd then cascade down to the Brand G	oals and th	nen to the	e Team (Goals.	
Please list 3 to 5 SMART individual GSD goals most critical accomplishments for this role, make	• •			,	•	the
GSD Goals		t l	ment	-or	tions/ ance	/sı
		Significant Improvement Required	prove		kpecta	Exceeds Expectations/ Exemplary Performance
		Sigi Impra Re	Some Improvement Required	New in Role Neutral	Meets Expectations/ Good Performance	Expe Expe Exe Perfe
Goal #1:			3,			
Result - Goal #1:						
Goal #2:						
Result - Goal #2:						
Goal #3:						
Result - Goal #3:						
Nesult - Goal #3.						
Goal #4:						

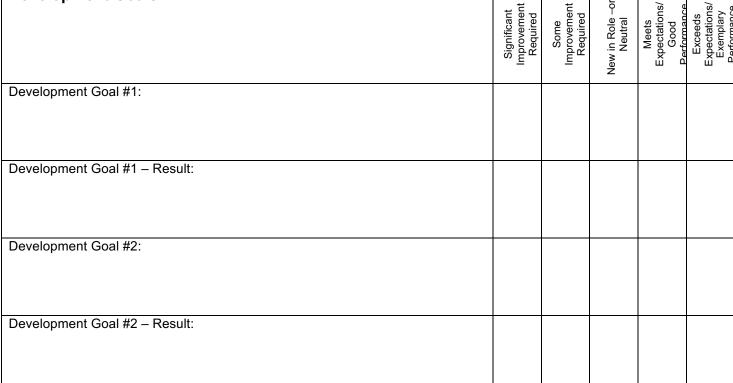


Result - Goal #4:

Result - Goal #5:

Goal #5:

GSD Goals Comments:					
Development Goals:					
Identify one or two development goal(s) that answer the question: What is the morder to be successful in this role, or a future role?	ost impor	tant thing	l can le	∍arn this	year in
Development Goals		-t-	-O-	70 /	
	Significant nprovement Required	Some nprovement Required	in Role	Meets xpectations/ Good	Exceeds xpectations/ Exemplary
	Signif mprov Requ	Soi mprov Requ	× in R Neu	Meets xpectations Good	Exce xpect Exem





Big Life Goal:							
Identify one life goal that you can focus on that will make you say, "Daaaang, that was really great of me!"							
Big Life Goal							
Big Life Goal - Result							
big the Goal - Nesult							

Emotional Intelligence Competencies	Significant Improvement Required	Some Improvement Required	New in Role –or– Neutral	Meets Expectations/ Good Performance	Exceeds Expectations/ Exemplary Performance
	S E	<u>m</u>	New	E EX	P. E. E.
Empathy. Genuinely cares about colleagues, employees, owners and members. Shows concern about the work and non-work problems of others. Is available and ready to listen or help. Is sympathetic to the problems of others less fortunate. Demonstrates authentic empathy when others experience sorrows or joys.					
Relationship Management. Is interested in the work and non-work lives of corporate office colleagues, owners, and members. Asks others about their plans, problems, hopes and dreams. Is available for listening to personal problems; seldom interrupts. Appreciates the efforts of others. Demonstrates curiosity. Relates well to all kinds of people—up, down, and sideways, inside and outside the organization.					
Self-Awareness. Knows personal strengths, weaknesses, opportunities for growth. Seeks feedback from all levels. Reflects and gains insights on both successes and failures. Open to criticism, and typically doesn't demonstrate defensiveness. Is personally committed to and actively works to continuously improve him/herself.					
Self-Management. Listens and checks in before interrupting or acting. Tries to understand the people and situation before acting. Able to choose the behaviors and words that will support resonance and focus. Able to keep from acting on disruptive impulses like shouting at others, rolling eyes, or heavy sighs.					
Social Awareness. Is easy to talk to. Intuitively knows what people need – and what they don't. Spends the extra effort to put others at ease. Can be warm, pleasant and gracious. Is sensitive to and patient with the interpersonal anxieties of others. Builds rapport well. Is a good listener. Takes action to help people feel included and part of things.					



Emotional Intelligence Competencies Comments (What did this persidifferently moving forward?):	son do w	ell and w	vhat sho	ould they	do
Sherpa Success	Significant Improvement Required	Some Improvement Required	New in Role -or- Neutral	Meets Expectations/ Good Performance	Exceeds Expectations/ Exemplary Performance
Action-Oriented. Enjoys working hard and going the extra mile. Works with energy and enthusiasm in order to get things done. Takes on extra tasks (even outside of the job description) in order to keep the business successful. Works towards task completion – doesn't get side-tracked or distracted by trivial things.					
Creativity and Innovation . Develops new approaches to solve the unique problems of owners, employees, corporate colleagues, or members. Frequently offers new and helpful ideas to improve work processes, business initiatives, sales results. Tends to be seen as original and value-added during brainstorming and team meetings.					
Customer Service. Is dedicated to meeting the expectations and requirements of internal and external customers. Demonstrates PLEASE attributes: Builds personal relationships; Listens; Shows empathy; Anticipates needs; Demonstrates a sense of urgency; Offers encouragement; Acts with customers in mind.					
Motivating Others. Creates an atmosphere in which people want to do their best. Able to motivate people who are different from you. Able to identify a person's values and/or hot buttons, and use that information to move him or her forward. Invites the perspective and ideas of others. Makes each person feel valuable and important. Able to draw out a person's best effort or work					
Time Management. Uses time effectively and efficiently. Values time. Concentrates efforts on the most important priorities. Able to engage members and colleagues without dropping other key responsibilities. Gets more done in less time than others. Can multitask and attend to a broad variety of activities.			_		
Sherpa Success Comments (What did this person do well and what should	d they do	differen	itly mov	ing forwa	ard?):



Overall Assessment:

Significant

Improvement

This assessment is an overview of the employee's performance with careful consideration regarding the most critical competencies, employee accomplishments and scope.

Improvement Required (formal improvement plan needed)	Some Improvement Required	New in Role –or– Neutral	Meets Expectations/ Good Performance	Expectations/ Exemplary Performance
Overall Comments:				
	Employee Sig	gnature/Date		Signature/Date



Exceeds

Meets