

GPD Sections - Further Information (1/2)

Goals

Please note that only a **maximum of 5 goals** is allowed.

Please use this section to add, edit and evaluate each goal established for this review period. For each goal describe the performance expectations, result measurements, and the achieved results (e. g. degree of goal completion, reasons for any deviations, whether it was the responsibility of the associate or not).

A precise formulation of the desired outcome is a critical success factor. The **SMART formula** is helpful for achieving this.



When agreeing upon goals, what matters is the associate's enthusiasm for new goals and convincing them of their necessity, with reference to corporate strategy and policy deployment. Associates must feel responsible for the achievement of the goal. The clearer the relationship between the high-level goal achievement and the individual contribution, the greater the feeling of responsibility will be for group or departmental success.

GPD Sections - Further Information (2/2)

EAV Goals – Guideline

In case your country is still using the EAV please note:
Define the split between EAV Goals and Overall Performance. Possible splits are:

Goals	Overall Performance
100	0
70	30
60	40
50	50
0	100

Assignment of factor depends on goal achievement: achievement of "normal goals" generally corresponds the factor 1.0; achievement of "highly challenging goals" may correspond to a factor up to 2.0.

Germany only: The individual component is calculated 100% on basis of the overall performance which is derived from the work task evaluation.