

# COACHING & DEVELOPMENT COMMUNICATION

Professional Development Session - Confidential Document

Session Date: September 17, 2025

Employee: Sam Martinez

Employee ID: emp-996

Position: [Role]

Session Type: Automated

Performance Score: 52%

PIP ID: 7788e88c-d3b8-4fc6-9cd5-7c63fcfc7037

Status: Needs Immediate Attention

## COACHING & DEVELOPMENT

COMMUNICATION Date: September 17, 2025

Employee: Sam Martinez Position: QA Tester

Current Performance Score: 52% Dear Sam

Martinez, ÜË

### • PIP STATUS UPDATE:

You are currently enrolled in a Performance Improvement Plan (started 2025-09-17). This coaching session is part of your structured development program to help you achieve the goals outlined in your PIP. PIP Goals: 1. Achieve 80% average score 2. Complete 21 tasks 3. Improve communication and task quality Current PIP Progress: 0% complete

### • PERFORMANCE TREND ANALYSIS:

Recent Score History: 52% !' 57% !' 45% Current Trend: DECLINING & p Recent decline requires immediate attention and support

### • CONTEXT & RECENT DEVELOPMENTS:

Based on your recent work history, I want to acknowledge: • Performance has declined significantly in recent weeks • Missing daily activity targets consistently • Receiving feedback about work quality concerns

### • CURRENT PERFORMANCE ASSESSMENT:

Your recent performance score of 52% indicates areas requiring immediate attention and focused development. This coaching communication outlines specific steps to help you succeed in your role. 1. FUNDAMENTAL SKILLS DEVELOPMENT

• Review core competencies required for your

position • Complete relevant training modules within the next 2 weeks • Schedule 1:1 meetings with your supervisor twice weekly • Document questions and challenges for discussion 2. TASK MANAGEMENT & QUALITY • Carefully review all task requirements before beginning work • Use checklists to ensure completeness • Seek clarification immediately when uncertain • Submit work for review before final completion 3. COMMUNICATION & COLLABORATION • Proactively communicate progress and obstacles • Participate actively in team meetings • Ask for help when needed - this shows initiative, not weakness • Provide regular status updates on ongoing projects

• PERSONALIZED RECOMMENDATIONS:

% % IMMEDIATE ACTION PLAN (Next 30 Days) % % % %  
Complete skills assessment with your manager %j  
Enroll in relevant training programs %j Establish daily check-in routine %j Set up weekly progress review meetings %j Create personal improvement tracking system

• RESOURCES AVAILABLE:

Online training library access Mentoring program enrollment Department expertise sharing sessions Professional development budget allocation

• SUCCESS METRICS:

Weekly performance score tracking Task completion quality assessments Peer feedback collections Self-assessment evaluations

• NEXT STEPS:

RECOMMENDED ACTION ITEMS

- Immediate performance improvement required - daily check-ins
- Complete additional training modules within 2 weeks
- Submit work for review before final completion
- Document questions and challenges for discussion

NEXT STEPS & FOLLOW-UP

- Next coaching session: 9/24/2025
- Progress review and goal adjustment as needed
- Continued support through available development resources



