Annual Cycle
(May 1 to April 30)

1. Preparing
   1. Higher level goals
   2. Key job responsibilities
   3. Previous feedback

2. Goal Setting
   1. Performance goals
   2. Behavioral competencies
   3. Dev’t goals (perf. & career)

3. Performing

4. Assessing
   1. Self assessment
   2. Manager’s assessment
   3. Multi source feedback

5. Reviewing
   1. Formal mid-year & year end review

6. Renewing

1. Past/current performance feeds into new planning phase

Mid year review