Development & Goals

## Gallup Drivers of employee engagement

**Meaning**

**Autonomy**

**Recognition**

**Relationships**

**Fair Comp**

## Ways to advance an employee

1. **Promotion**
2. **Role expansion**
   * Quantitative
   * Lateral
   * Horizontal
   * Stretch Role
3. **Additional KSAs**
   * High-potential programs
   * Classes
   * Certifications
4. **Access**
   * Coaching
   * Executive mentoring

## Common types of goals

1. **Job description**: Goals may be based on the achievement of a pre-established set of job duties from the description. These goals are expected to be accomplished continuously until the job description changes. Examples might be financial, customer oriented, or process- or system-oriented goals.
2. **Project**: Goals may be based on achievement of a project objective. These goals may be set for a single year and changed as projects are completed. Job description and project goals are "what" needs to be accomplished.
3. **Behavioral**: Goals may be based on certain behaviors. These goals are expected to be accomplished continuously. Behavioral goals are "how" things need to be accomplished.
4. **Stretch**: Goals that are especially challenging to reach are sometimes referred to as stretch goals. Stretch goals are usually used to expand the knowledge, skills and abilities of high-potential employees.

## Great Goals

Great goals have the following:

* They’re within the employee’s ability
* They’re helpful for the employee’s development and aspirations
* They assist in the company achieving its goals
* They’re capable of supporting the team’s needs

There aren’t any perfect goals, so yours probably won’t support all the above. But no goal should oppose or harm any one of these.