



What Is Performance Really?

Everyone talks about it, but do we truly understand what performance means?



Performance Defined

Focused Behaviour

Purposeful work directed towards clear objectives.

Not Just Activity

Performance differs from mere work activity—it's intentional.

Business Achievement

What organisations need to reach their goals.



Three Questions Employees Ask

1 What do you want me to do?

Clear expectations are essential for focused performance.

2 How well do you want me to do it?

Standards and targets must be defined.

3 How well am I doing?

Regular feedback helps employees understand their progress.

The Manager's Primary Role

Managers must help employees **focus their efforts** and convert work activity into meaningful performance.

This transforms everyday tasks into purposeful achievement.



What Organisations Must Do

01

Describe Expectations

Clearly articulate what employees should do.

02

Define Standards

Set required levels of performance and achievement.

03

Set Targets

Establish goals for individuals and teams.

04

Give Feedback

Provide regular input on performance progress.

05

Offer Assistance

Help employees improve and develop abilities.

06

Reward Achievement

Recognise and reward strong performance appropriately.



Planning & Reviewing Performance



Plan

Know what you want employees to do.



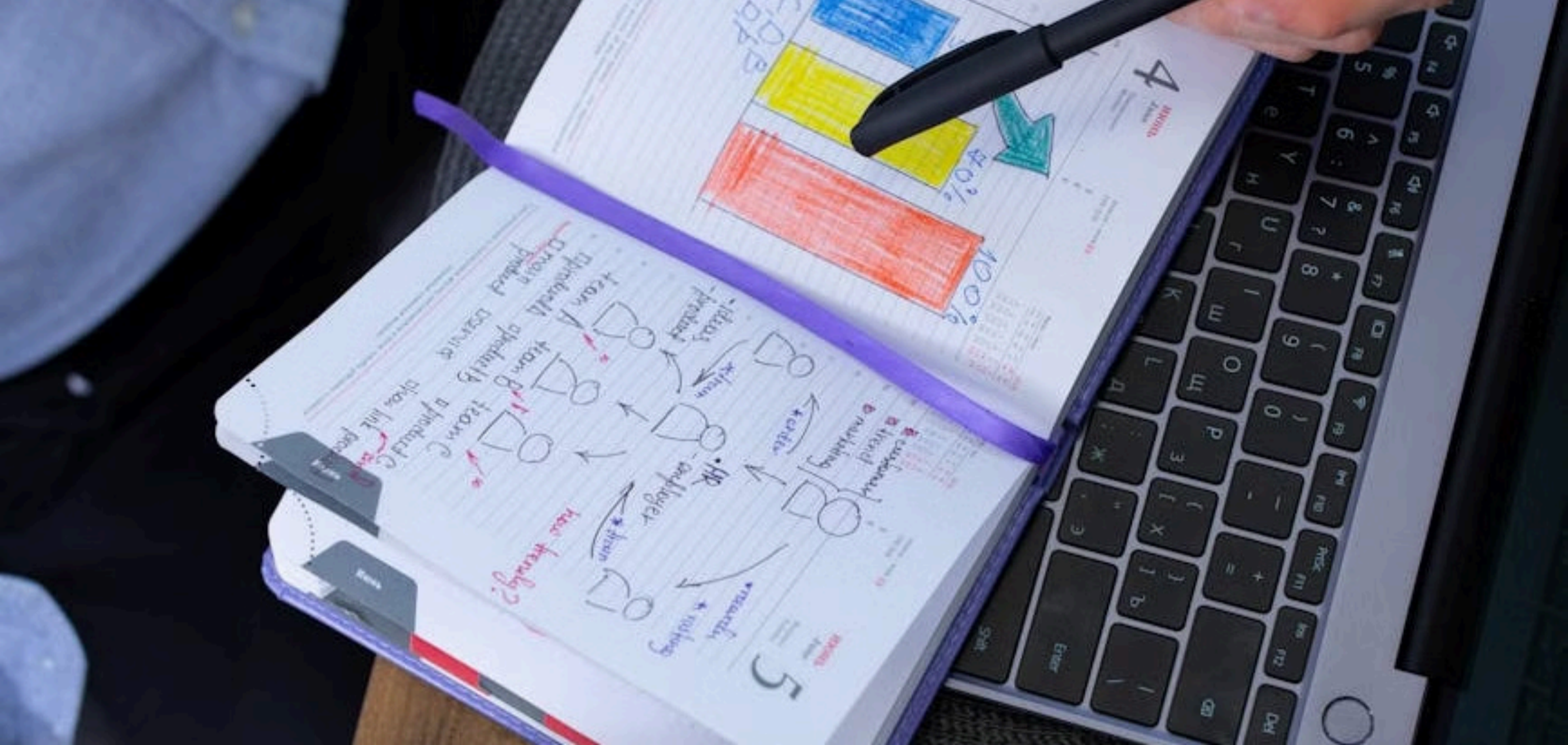
Monitor

Track progress against standards.



Review

Assess achievement and adjust.



Transform Activity Into Performance

Need expert guidance on performance management? **HR Unlocked** can help your organisation define, measure, and improve performance.

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