



Master Performance Standards & Targets

Transform your team's performance with clear, measurable goals



Why Performance Standards Matter



Clear Direction

Communicate expected results and behaviours across all levels



Strategic Alignment

Link individual goals to organisational mission and objectives



Cascading Goals

Flow from organisation to teams to individuals seamlessly



Three Types of Performance Goals

1

Results-Based

What is achieved matters most

- Specific targets and standards
- Quantitative results focus

2

Behaviour-Based

How work is performed

- Specific behaviours and skills
- Contribution to team effectiveness

3

Role-Based

Personal characteristics for success

- Managerial style
- Communication and relationships

Standards vs Targets: Know the Difference

Performance Standards


Benchmarks for assessment

- Based on systematic job analysis
- Derived from job requirements
- Define satisfactory performance

Performance Targets

Individual achievement plans

- Improving quality or quantity
- Developing new skills
- Agreed between manager and employee

 **Key insight:** Standards are job-determined; targets are individually agreed improvements

The SMART Framework

Create effective performance goals using these five essential characteristics



Specific & Stretching

Focus precisely on what's to be achieved with challenge



Measurable

Include clear standards for assessing results



Achievable & Agreed

Reasonably attainable with employee commitment



Relevant

Link to wider organisational goals



Time-framed

Include deadlines and progress milestones



Where to Find Performance Goals



Job Descriptions

Tasks, duties, responsibilities, and key accountabilities



KPIs

Key performance indicators measuring success



Competency Lists

Required skills and capabilities



Performance Plans

Agreed standards and targets

Ready to Transform Performance?

Implement SMART goals and watch your team excel

"If it can't be measured, it can't be managed"

Need expert guidance on performance management?

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Share this with your team to start setting better performance standards today