

## **STAFF PERFORMANCE APPRAISAL INTERVIEW CHECKLIST**

### **PLANNING FOR THE INTERVIEW:**

- What are the responsibilities of the position? How is the employee fulfilling those responsibilities?
- What are the favorable aspects of performance?
- What are the deficiencies in performance, where improvement is needed?
- Get the facts clear and in order for presentation.
- Prepare specific suggestions to be offered. Have possible goals ready.
- Follow-up action that will ensure improvement.
- Anticipate reaction and be ready to deal with emotion.

### **BEFORE THE INTERVIEW:**

- Let the employee know ahead of time when the formal appraisal will take place and what it will cover (at least two weeks notice).
- Define the goals you want to achieve. These goals should include a general statement of the employee's overall effectiveness and any steps that should be taken to improve performance.
- Review the personal history of the employee (education, training, and experience).
- Review the employee's job description.
- Review any records indicating degrees of performance. Do your best to eliminate personal prejudice, bias, or favoritism from your reasoning.
- Review any records or reports that might give you insight into the employee's career aspirations.
- Consider how the employee meets the requirements of the position as established in the written position description.
- Avoid the "halo effect." Do not let one favorable or unfavorable trait or incident influence your judgment of an employee as a whole.
- Be generous in rating the best of the employee's qualities and be realistic in rating weaknesses. It is unfair to build false overconfidence in an employee.

# Performance Based Interview Questions Va

**L Reisser**



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