

Dialogue 2009

Easy, two-way communications give you and your supervisor valuable input to increase your job satisfaction and career growth.

Dialogue 2009 encourages a rich and open discussion for a clearer understanding of how you work and what you want in your job.



New Discussion Points

Dialogue 2009 has **three new** discussion points:

- Key Job Responsibilities
- Objectives
- Competencies*
- Job Fit
- Development
- Overall Assessment

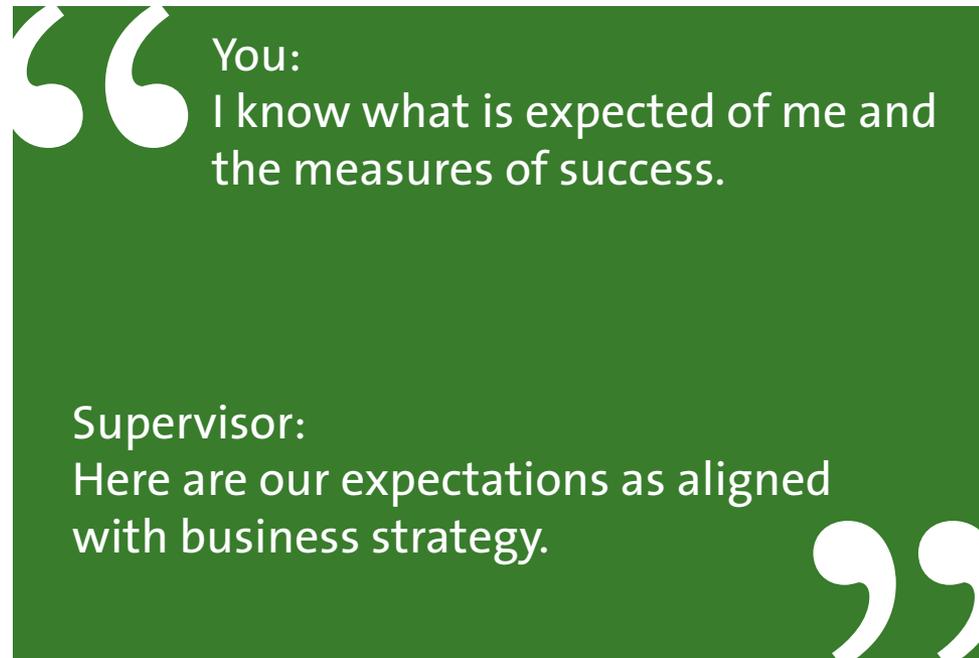
*New for 2009: Technical competencies and Values. Values will be measured through Dialogue starting in 2010.



Using the simple online tool, you and your supervisor can discuss more of the things that are important to you.

Key Job Responsibilities

Here you and your supervisor discuss expectations about your day-to-day job.

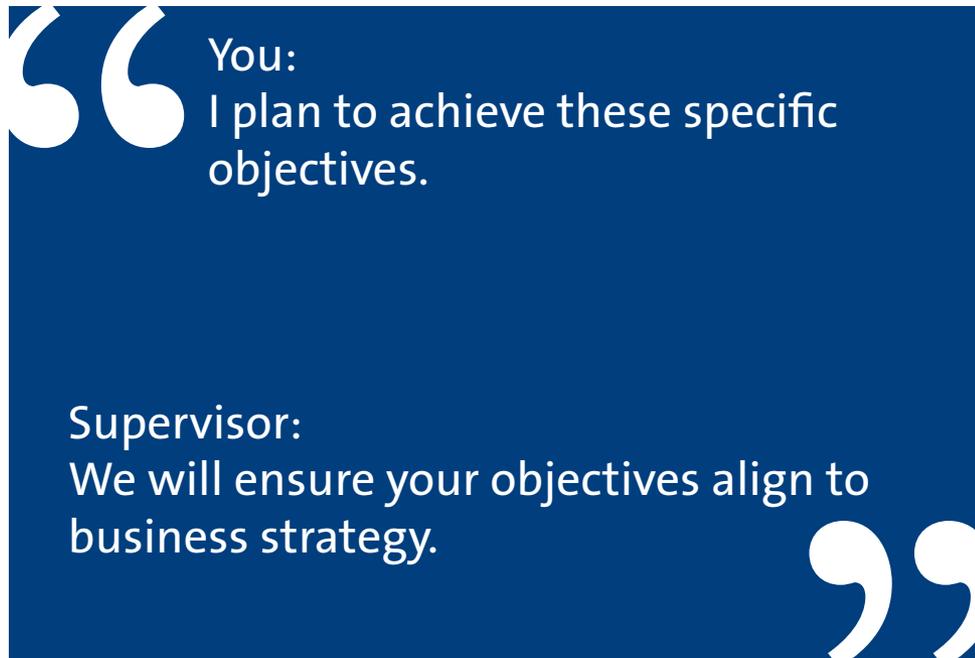


You:
I know what is expected of me and the measures of success.

Supervisor:
Here are our expectations as aligned with business strategy.

Objectives

Based on your job responsibilities, you and your supervisor set clear, key objectives that support business strategy.



You:
I plan to achieve these specific objectives.

Supervisor:
We will ensure your objectives align to business strategy.

Competencies

Here you clarify the abilities you have and need to meet challenges on the job. They include:

- Leadership skills
- Technical/functional expertise
- Values*

You:
I use these abilities in my job,
and plan to develop other skills
and expertise to further excel.

Supervisor:
We want to put your competencies to
the best use, to meet business
objectives and achieve your career
aspirations.

*Values will be measured through Dialogue starting in 2010.

Job Fit

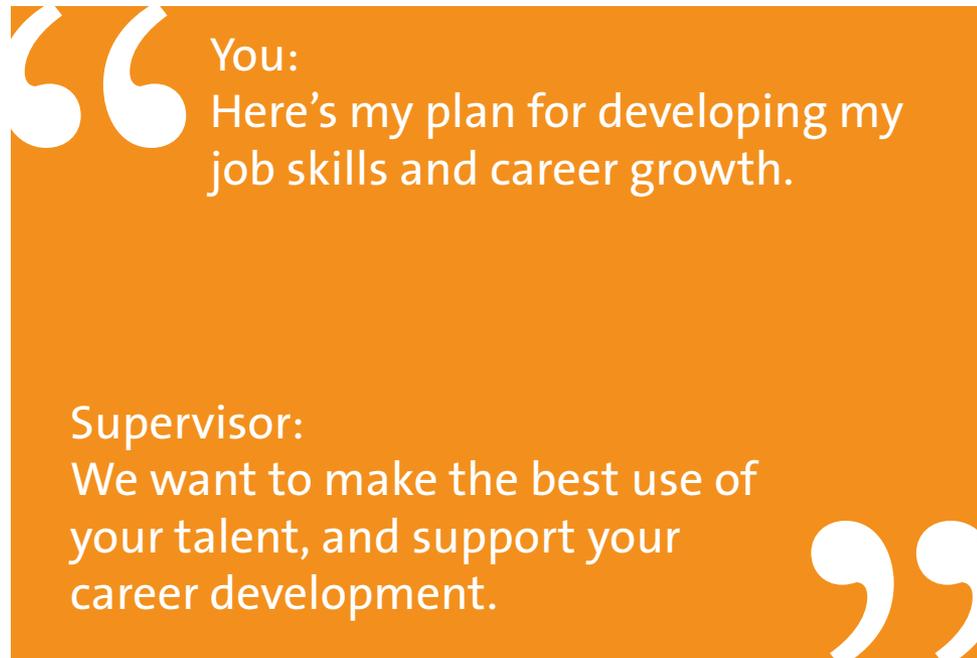
Discuss how your job measures up to your expectations, and how you would improve it.

You:
Here's what I want from my job and how I would improve my job satisfaction.

Supervisor:
Tell us how you would better use your talents to meet our business needs.

Development

Here's your chance to say where you want to go in your current position and in your career, and how to develop your potential.



You:
Here's my plan for developing my job skills and career growth.

Supervisor:
We want to make the best use of your talent, and support your career development.

Overall Assessment

This is a complete assessment of achieved results and competencies applied.

Success using Dialogue 2009 comes from openness and trust, and both the employee and the supervisor sharing accountability.

