

Performance and Development Touchpoints

Name: _____ Supervisor: _____

Date: _____

CONTRIBUTIONS

What were / are the top priorities for the role? Discuss results relative to goals. How do the goals relate to the Sempra Value of **Shape the Future**? What 2-3 actions can the employee take to build on his / her contributions? Include feedback from others (i.e. peers, clients) if available and relevant.

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CAPABILITIES

Discuss how the employee is demonstrating the behaviors and skills required of the current position. Does the employee demonstrate the Sempra value of **Do the Right Thing** within the current role? What capabilities does the employee most strongly demonstrate? What capabilities should the employee develop? What untapped talents could the employee leverage? What should the employee do more or less of? Discuss any potential derailers. Discuss overall leadership skills / capabilities, if appropriate.

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CONNECTIONS

Discuss how the employee creates positive relationships within and across departments that further their work and helps others succeed. Does the employee demonstrate the Sempra value to **Champion People**? Discuss how the employee maximizes relationships to achieve department and company goals. Include feedback from others (i.e. peers, clients) if available and relevant.

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CAREER INTERESTS

Are the employee's career interests in line with their performance history and capabilities? What actions are required for their stated career interests? How does the employee display initiative to move towards his / her career interests? How can the employee continue to grow and develop in their current role?

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