

Performance Touchpoints

This form summarizes each of the five components (5 C's) of Performance Touchpoint conversations and includes questions to consider as you prepare for your Touchpoints with your supervisor.

CONTRIBUTIONS

Prior to the Touchpoint conversation, work with your supervisor to develop goals aligned with department and company goals. You will be expected to deliver on those goals and contribute to the success of SoCalGas. At the Touchpoint, supervisors and employees discuss the results, deliverables, and accomplishments toward those goals, as well as future development opportunities.

Questions to consider as you prepare for the Touchpoint:

- *What were / are the top priorities for my role?*
- *What are my results relative to my goals?*
- *Do I think strategically and critically?*
- *How do I hold myself accountable for my contributions?*
- *Is there anything that could potentially derail my progress?*
- *What two to three actions can I take to continue to build on my contributions going forward?*



CAPABILITIES

This involves applying and growing the abilities and skills needed for success in your current role and developing skills you anticipate needing in the future.

Questions to consider as you prepare for the Touchpoint:

- *What behaviors and skills are required of the current position?*
- *How am I doing in my current job?*
- *What talents and capabilities do I most strongly demonstrate?*
- *What untapped talents do I have that could be leveraged and developed?*
- *What should I do more of, or less of?*



CONNECTIONS

This component focuses on the degree to which employees are establishing relationships in ways that enhance the level of contribution to their individual goals, as well as those of the department and company. It is not about social networking. It is about being able to get your work done through the right people, which involves demonstrating Sempra's Values.

Questions to consider as you prepare for the Touchpoint:

- *How effectively do I nurture my work relationships across the organization?*
- *How do I help others succeed by sharing what I know that might help them?*
- *Do I bring the right people together to solve problems?*
- *Do I keep the right people informed?*



CAREER

This is your opportunity to have a conversation with your supervisor about your professional interests and goals. You might want to take on a more challenging assignment or you could be interested in trying something completely different. Either way, the conversation can help you prepare for the future. Supervisors and employees discuss the employee's career interests, identify the plans to achieve them, commit to milestones to keep on track, and include what support the supervisor can provide.

Questions to consider as you prepare for the Touchpoint:

- *Do I like my current job?*
- *What can I do to become a stronger employee in my current role?*
- *What do I want to do next?*
- *Are my career interests in line with my performance history and capabilities?*
- *What actions am I taking to better align with my career interests?*
- *What are the next steps I can take to develop my interests?*
- *How do I display initiative to move towards my career interests?*



CULTURE

This section is about demonstrated actions and attributes that uphold the Sempra Values and strengthen our organizational culture.

Questions to consider as you prepare for the Touchpoint:

- *How do I demonstrate the Sempra Values of Doing the Right Thing, Championing People, and Shaping the Future?*
- *What actions have I taken to support our focus on diversity and inclusion?*
- *How have I demonstrated my commitment to safety?*
- *How do my actions demonstrate a commitment to the company's culture of ethics and compliance?*

Feel free to print the form or to type directly into the fillable pdf to brainstorm your thoughts about your 5 C's.



Sempra's Values

Do the Right Thing

We are guided by our ethics, our focus on safety and our willingness to stand for what is right.

Champion People

We invest in people and value diversity and inclusion because it elevates performance and helps us partner responsibly.

Shape the Future

We are forward thinkers who innovate and collaborate with stakeholders to make a positive difference.