Applying Card Talk to the Performance Appraisal Game

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Review of Card Talk

- Every message requires you to play a Talk Card
- We have personal and professional decks
- Talk Cards are reciprocal
- We select the Talk Cards we need to play our Talk Card Games
- We win when we accomplish our content goals

- Leadertalkcards.com
Card Games

- Performance Appraisal Game
  - Step 1: Performance Planning
  - Step 2: Continuous Feedback
  - Step 3: Annual Review
- MSU.edu and search for:
  - Performance Excellence
Step 1: Performance Planning

• With Employee:
  • Review position description
  • Set measurable goals aligned with unit mission and core values
  • Complete employee development plan, skill building actions
  • Discuss performance and behavior necessary to meet/exceed expectations
  • Set date for mid-cycle check-in to review progress
Step 2: Continuous Feedback

• Cards Needed:
  • Professional: Coach, Mentor, Leader
  • Personal: Friend, Sports Fan, etc.
• Employee engagement in goal areas
• Idea sharing, check-ins, recognition key
Step 3: Annual Performance Review

- Cards Needed: Professional and personal
- Begin with open-ended conversation about the job, the organization.
- Move to accomplishments and goals achieved
- Discuss development opportunities, both completed and in progress.
- Conclude with a plan for areas of additional improvement.
Case Study Discussion

• Discuss the process you use for performance appraisals in your organization.
• To what extent do they meet the three steps proposed here?