



They say it's not the destination but the journey.

Cognition Performance Management **sets individuals on the path to achieve goals** in alignment with company objectives. User-driven, real-time evaluations **promote accountability and a proactive approach to development.**



## MARK THE MAP

Stake your claim by setting goals with your destination in mind. **Identify milestones** that keep you on track.



## CHECK YOUR COMPASS

Make sure you're heading in the right direction. **Share and collaborate** with your team so they can help you stay the course.



## ENJOY THE VIEW

Watch with pride as goals are achieved, teams gain momentum, **engagement increases** and **associate loyalty expands.**

**Make the end-of-year reviews a reflection and a celebration.** Goal setting becomes an avenue to encourage individuals to tap into their strengths and nurture their growth opportunities. Use Cognition Performance Management to tap into a dialogue that **encourages collaboration, identifies opportunities** and **facilitates support** through mentorship.

Plus, you can have your cake and eat it too by leveraging what you've learned to prepare for next year's goals.



Let's Get in Touch!





Increase associate loyalty and retention with performance tools that drive success.

**Cognition**  
It's How You Know!

My Dashboard | Learning Management | Administration | Reports

**User Goals**  
User: Curtis Reynolds

2019 Performance Review | Development Goals

**Instructions**  
This page is here for you to use as reference for your Performance Review Meeting. Once you've completed the Performance Review Meeting, please make sure you sign off that the meeting has occurred.

Legend: [Green Checkmark] [Yellow Checkmark] [Red Checkmark] [Grey Checkmark] [White Checkmark]

Associate Review [Green Checkmark] | Supervisor Review [Green Checkmark] | HR Review [Green Checkmark] | Ready For Meeting [Yellow Checkmark] | Sign Offs [White Checkmark] | Complete [White Checkmark]

**Performance Goals**  
Below are the evaluations for this Performance Review.

- Direct Report Development [Green Checkmark] Associate: ★★★★★ Supervisor: ★★★★★
- Ensure Consistent Execution of Service [Green Checkmark] Associate: ★★★★★ Supervisor: ★★★★★
- Improve Sales Comp by 2% [Green Checkmark] Associate: ★★★★★ Supervisor: ★★★★★

**Overall Performance Review**  
Below is the overall Performance Rating.

**Evaluation:**

**Curtis Reynolds**  
Rating: Exceeds Expectations ★★★★★  
Accomplishments: This year I've focused on developing my team, reaching sales goals, and ensuring that every customer receives a consistent, excellent service experience. I've been able to enact practices that exceeded our sales comp goal and develop my team with no turnover.  
Opportunities: I could still work on developing my team further and work on developing some of my interpersonal skills.

**Martha Jones**  
Rating: Exceeds Expectations ★★★★★  
Accomplishments: Curtis did a great job increasing his sales comp to 3% and developing his team.  
Opportunities: Continue to work on improving the customer experience and developing his confidence as a leader.

**Meeting Acknowledgement:**

**Associate**  
I acknowledge that I have received my Performance Review.  
User ID: [Text Field]  
Password: [Text Field]  
[Acknowledge]

**Supervisor/HR**  
I acknowledge that I have delivered this Performance Review.  
User ID: [Text Field]  
Password: [Text Field]  
[Acknowledge]



### S.M.A.R.T. Goals That Are ... Well, Smart

Our templates are like a super-helpful tour guide, leading you to achievable goals. Every field drives users toward **attainable, time-bound actions steps**. Big ideas become simple steps that empower users to move forward, instead of feeling stuck and overwhelmed.



### Harness The Power Of Cascading Goals

Like a waterfall rushing down a mountainside, there's nothing better than a great idea that starts at the top and gains momentum through every level of the organization. Through cascading goals, **individuals become part of something bigger**. Every team makes a unique contribution at each critical stage, adding to the collective power that drives the mission forward.



### Team Up

Motivate your teams with our interactive tool for real-time connection. Give users a comprehensive spot for **progress tracking, guidance and feedback**. Watch as individuals become a team and the team becomes a force to be reckoned with.



### A Crystal Clear View

At the end of the day, you want to reflect on the facts rather than struggling to remember elusive details. **Documenting goals and milestones** as you go, creates transparency and takes the guesswork out of the process.

## READY TO GO?

Our Cognition specialists are ready to 'call shotgun' and help you navigate. We'll even let you pick the music.

Let's Get in Touch!

