

[Performance Appraisals]

Like students, staff like to be recognised for skills that they are good at and knowledge sets that they have perfected over a number of years. By championing these staff, you are creating leaders who will work towards enhancing the student experience at your Centre. Incorporating this into your performance and development culture is a good way to get all staff on board. Getting staff to self-identify goals that they would like to work towards is a great start. Offering staff training, presentation and mentoring opportunities is even better.

Also, getting staff to think about their own personal values and judging how these personal values and beliefs fit in with the Centre's is also a good way to help staff identify if they are working in an environment that is right for them. It may transpire, through this process, that a staff member self identifies that they are not a good fit for the Centre and need to move on. Alternatively, a staff member may see values that they would like to possess and will work towards a better understanding of the Centre's aims when engaging in this process. Self-identifying goals and values is a whole journey of discovery for staff and the Centre.