

Performance Conversations Form

OUR VISION FOR THE FUTURE

HEALTHY PEOPLE.
THRIVING
COMMUNITIES.
PARTNERS IN CARE.

Everything we do is in service of everyone achieving their full health potential. We want to not only improve the health of individuals, but the health of communities, and we want the people we work with and serve to have a meaningful stake in their care and the care of their community.



OUR MISSION

TO PROVIDE THE BEST
HEALTH CARE
TO EVERY PERSON
WE SERVE.

Together, we care by delivering compassionate, timely and quality health services where and when our patients, clients and residents need them.

OUR VALUES

 <p>COMPASSION</p> <p>We listen first, and offer respect, kindness and empathy to find the best ways to help.</p>	 <p>COLLABORATION</p> <p>We work together from the start as diverse teams and communities to make better health and well-being possible for everyone.</p>	 <p>INCLUSIVITY</p> <p>We recognize, respect and learn from the unique needs and contributions of every person in our community.</p>	 <p>ACCOUNTABILITY</p> <p>We hold ourselves and others responsible for actions and results.</p>	 <p>INTEGRITY</p> <p>We demonstrate honesty and transparency in everything we say and do.</p>	 <p>EQUITY</p> <p>We work together to promote conditions and remove barriers so every person can achieve their full health potential.</p>
 <p>COMMUNICATION & TRUST</p> <p>Each of these values requires a foundation and the prioritization of communication and trust between the WRHA and its staff, patients, clients, residents, partners and community.</p>					

You will have a meeting with your manager where you can talk about your work, get answers to your questions, and discuss situations where you have really done well. It is a good time for you and your manager to get to know each other better. You can talk about what help you need to be even better at your job.

Read the questions on the next page and think about how you will answer them during the meeting. Both you and your manager can share your answers.

	Check when discussed
1. How do you help the organization reach its goals?	<input type="checkbox"/>
2. What part of your work are you most proud of?	<input type="checkbox"/>
3. Think about your work in the past year,	<input type="checkbox"/>
• What helped you do a good job? (such as your skills, tools, coworkers, other things)	<input type="checkbox"/>
• What made your work more difficult? (such as not having enough skills, tools, time, help, or other things)	<input type="checkbox"/>
4. What would help you do your work even better?	<input type="checkbox"/>
5. What can our team do even better?	<input type="checkbox"/>
6. What are your work goals for this year?	<input type="checkbox"/>
• What can you do to reach those goals?	<input type="checkbox"/>
• How can I best help you reach your goals?	<input type="checkbox"/>
7. How can we work together even better?	<input type="checkbox"/>
8. What new skills are you interested in learning and/or developing to help you with this job or to get you ready for your next job in our organization?	<input type="checkbox"/>

If you and your manager want to make a plan to help you learn new skills for this job and/or get ready for a new job, you can get the Learning Plan form here: <https://professionals.wrha.mb.ca/performance-conversations/resources/>

This performance conversation has been completed.

Employee Name	Signature	Date	Employee Number
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Manager Name	Signature	Date
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The manager will send one completed form each year to Human Resources to show that the meeting took place. The Employee and Manager may keep a copy of this form. Thank you.