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Staff Performance and Development Review
Dialogue Guide

Introduction
Framing
Short reading of the preparation sheet
What would you like to begin talking about? And what else is important for you to talk about?

Core task
Mastering my tasks
How do you feel about you having the skills needed to complete your tasks?
How do you feel about how you are progressing with your tasks?
How do you contribute to the core task?
What can we do together to enable you to use and develop your competencies in completing your tasks?

Strategy, vision and values
Seeing meaning
What gives meaning and content to your work?
How do you feel about the clarity of the expectations of you?
How do you contribute to realising the vision and values of the workplace?
How can we strengthen your experience of your work life as meaningful?

Being who I am
Potential
How do you experience being acknowledged, respected and valued for who you are?
How do you feel about your ability to influence your working conditions?
How do you feel about your ability to fulfill your personal potential in your work?
How can we ensure that you are able to develop yourself and your potential in your work life?

Collaborative culture
Belonging
How are you generally thriving at work?
How do you feel about being part of both the professional and social community at work?
How do you contribute to the workplace community?
What can we do to strengthen your being part of the community in the workplace?

Potential
Collaborative culture
Belonging
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Conclusion
Is there anything else we need to talk about?
What is important to include in your competency development plan?

AAU Knowledge for the world

AAU Framework for crediting University pedagogical competences (Danish)

The 5 basic administrative principles (Danish)

AAU Competency Strategy

Aalborg University