
Guidance for People Leaders

Working the Robertson Way – self-assessment

We've created the self-assessment to encourage employees across the business to reflect on how effectively they demonstrate our core behaviours at work and ways to develop their skills and performance.

It's based on our five organisational principles: We listen; We are professional; We are responsible; We are determined to succeed; We are one team.

Why we've introduced it

- creates self-awareness for employees around how effectively they demonstrate our five organisational principles at work;
- helps identify strengths and areas for development;
- provides a starting-point for evidence-based discussions about career and personal development;
- supports a culture of continuous improvement and high performance;
- can be used to develop Personal Development Plans (PDPs);
- gives focus to conversations during Performance Development Reviews (PDRs) and 1-2-1s.

How you can help

- encourage all your employees to complete a self-assessment;
- show you value them doing this by offering to set aside 1-2-1 time to talk about their assessment, give feedback and discuss development activities;
- help your employees create a Personal Development plan based on their reflections and your feedback.
- employees aren't obliged to talk to their People Leader about self-assessments but you can help increase self-awareness by making time to give honest feedback about behaviours at work.

Three great questions to start a conversation with your employee:

- What was your biggest takeaway after completing the self-assessment?
- What one thing could you start to do that would have the biggest positive impact on how others see your behaviours at work?
- What support do you need from me to help you show these behaviours more skilfully?

More on development options

- Working the Robertson Way – [development activities](#)
- [eAcademy](#) (username is your Robertson email address and password is Robertson1)