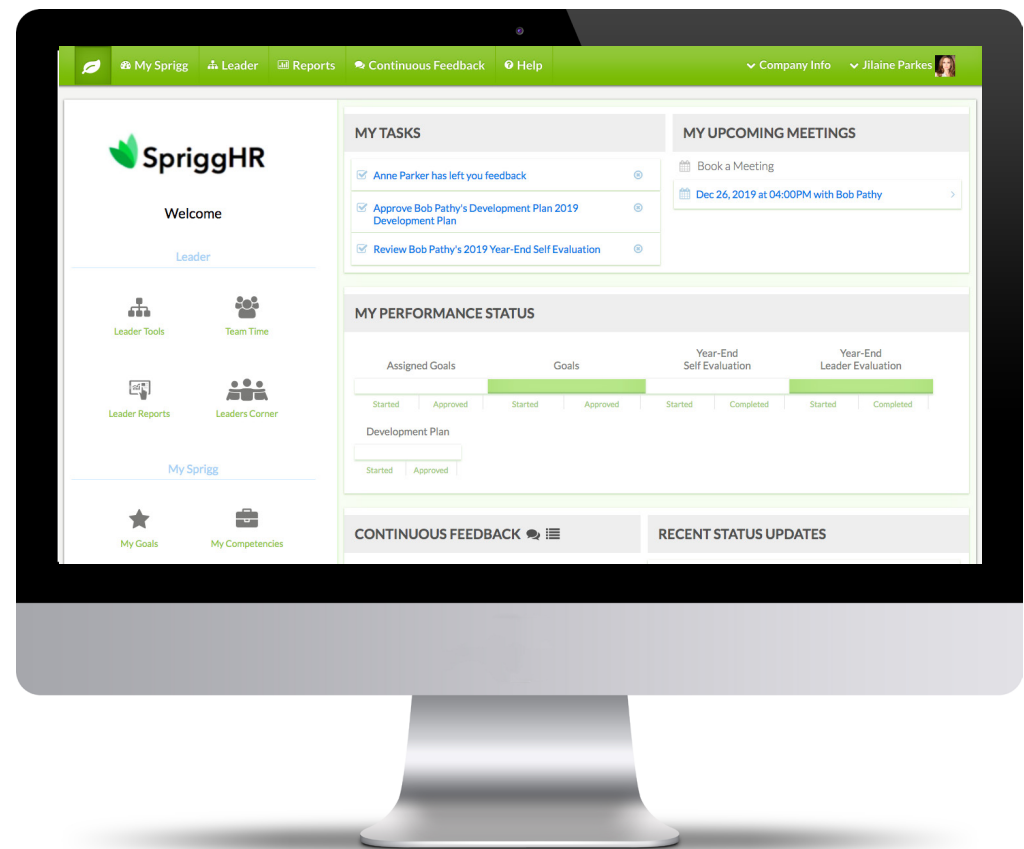
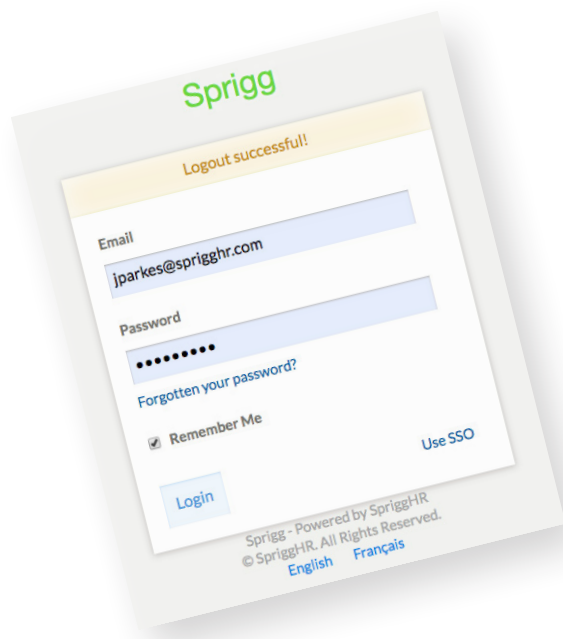
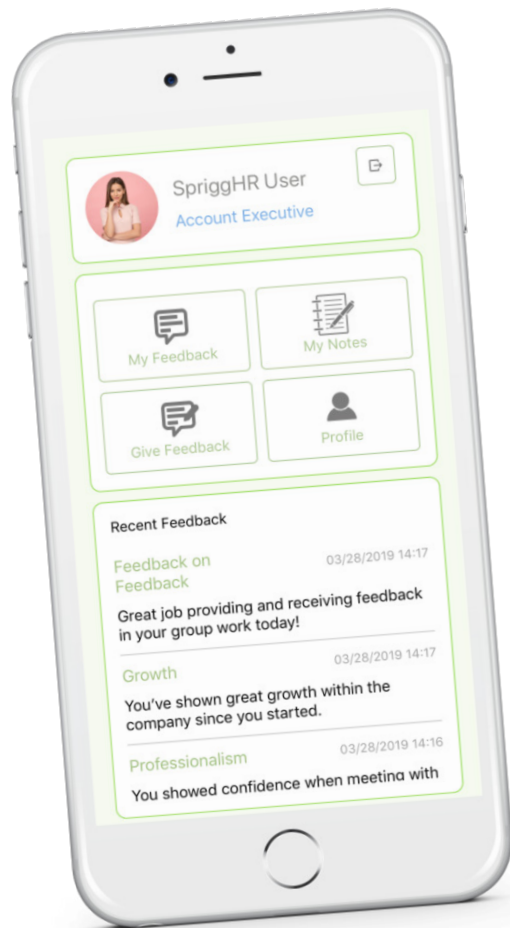


Online Performance Management Solutions

Performance Reviews,
Continuous Feedback
and More!



About SpriggHR



Our **mission** is to enable performance management conversations that engage and inspire employees.

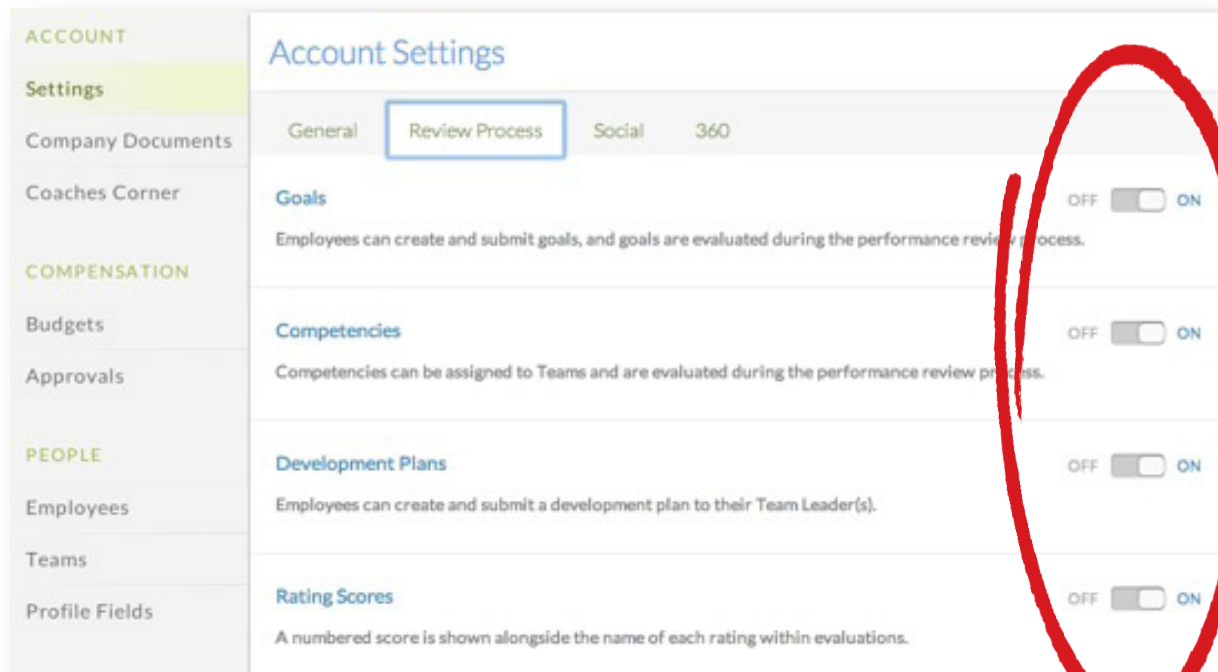
Painless Performance Management Software

Over the last 10-years, our simple, intuitive, and cost-effective software has enabled thousands of performance conversations that help companies grow.

Configure Your Own SpriggHR Site

Customizable Administration Settings—on your own or with our help!

- SpriggHR adapts to your needs and processes, or use our out-of-the-box configuration based on industry best practices
- Easy integration with email and calendar



The screenshot displays the 'Account Settings' page in SpriggHR. The left sidebar contains a navigation menu with categories: ACCOUNT (Settings, Company Documents, Coaches Corner), COMPENSATION (Budgets, Approvals), and PEOPLE (Employees, Teams, Profile Fields). The 'Review Process' tab is selected and highlighted with a blue box. The main content area shows settings for 'Goals', 'Competencies', 'Development Plans', and 'Rating Scores'. Each setting has a descriptive text and a toggle switch. A large red oval highlights the four toggle switches on the right side of the page, which are currently in the 'OFF' position.

Setting	Description	Toggle
Goals	Employees can create and submit goals, and goals are evaluated during the performance review process.	OFF
Competencies	Competencies can be assigned to Teams and are evaluated during the performance review process.	OFF
Development Plans	Employees can create and submit a development plan to their Team Leader(s).	OFF
Rating Scores	A numbered score is shown alongside the name of each rating within evaluations.	OFF

Measure SMART Goals, OKRs*, Competencies

Best practice workflows, and libraries with email and calendar integration

- Create and manage SMART Goals or OKRs online
- Check status on goals or OKR progress
- Set-up meetings easily through calendar integration

*OKRs - Objectives and Key Results

Goal Worksheet Details +

Task Name	By/When	Who can help me?	Notes	Status	Edit
Draft presentation	2016-06-23 (2 Days)	Jilaine Parkes	Get sign-off on budget	Started	
Present Overview	2016-06-24 (3 Days)	Jonathan Crellin	Hire consultant	Not Started	

Manage Goals ? Meeting Print

2019 Performance year ? + Add a Goal

★ 1. Continuous Integration Goal Updates/Worksheet

Aligned with Corporate Objectives: More Thorough QA

I'm going to work on creating automated unit tests for our software that can be run automatically before we deploy builds. I'm going to start by writing tests in Cancun but whatever system we go with should work in Cedar too.

Weight	Deadline	Status	Progress
<div style="width: 100%; height: 10px; background-color: #4CAF50;"></div>	Nov 21, 2019 (End-Year)	Approved	Started (0 Updates)

Measure SMART Goals, OKRs, Competencies

OVERALL OKR PROGRESS

Overall - 79%

Select Team Select

CORPORATE OKRs

- Create a Growing and Profitable Company - 75%
- Sustainable Customer Acquisition Costs - 92%
- Help Our People Do their Best Work and Succeed - 62%

OKR Dashboards for Teams and the Organization

Our OKRs module integrates across the organization and enables real-time tracking to completion.

Manage OKRs ?

2019 Performance year ?

+ Add OKR Submit all OKRs for Approval

Edit Delete

★ 1. Test

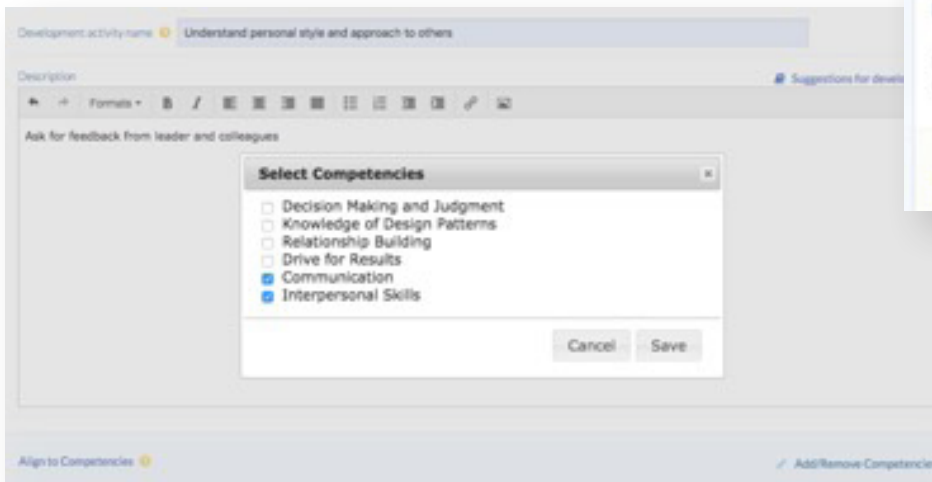
Key Results:

- Test Key Result - 0% [Progress Update](#)
- 🔗 Aligned With Corporate OKR: Create a Growing and Profitable Company
- 🔗 Aligned With Corporate OKR: Help Our People Do their Best Work and Succeed

🕒 Deadline Sep 25, 2019	📍 Status Not submitted	📄 Progress Updates 0 Updates
----------------------------	---------------------------	---------------------------------

Measure SMART Goals, OKRs, **Competencies**

Create Position and/or Organization Specific Competencies



Development activity name: Understand personal style and approach to others

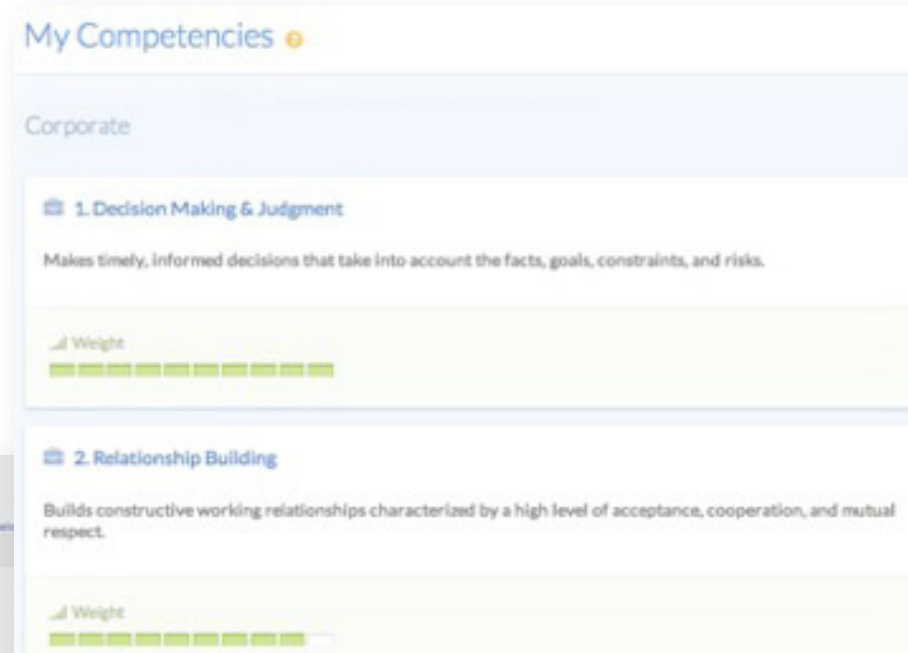
Description: Ask for feedback from leader and colleagues

Select Competencies

- Decision Making and Judgment
- Knowledge of Design Patterns
- Relationship Building
- Drive for Results
- Communication
- Interpersonal Skills

Buttons: Cancel, Save

Align to Competencies | Add/Remove Competencies



My Competencies

Corporate

1. Decision Making & Judgment

Makes timely, informed decisions that take into account the facts, goals, constraints, and risks.

Weight: [Progress bar]

2. Relationship Building

Builds constructive working relationships characterized by a high level of acceptance, cooperation, and mutual respect.

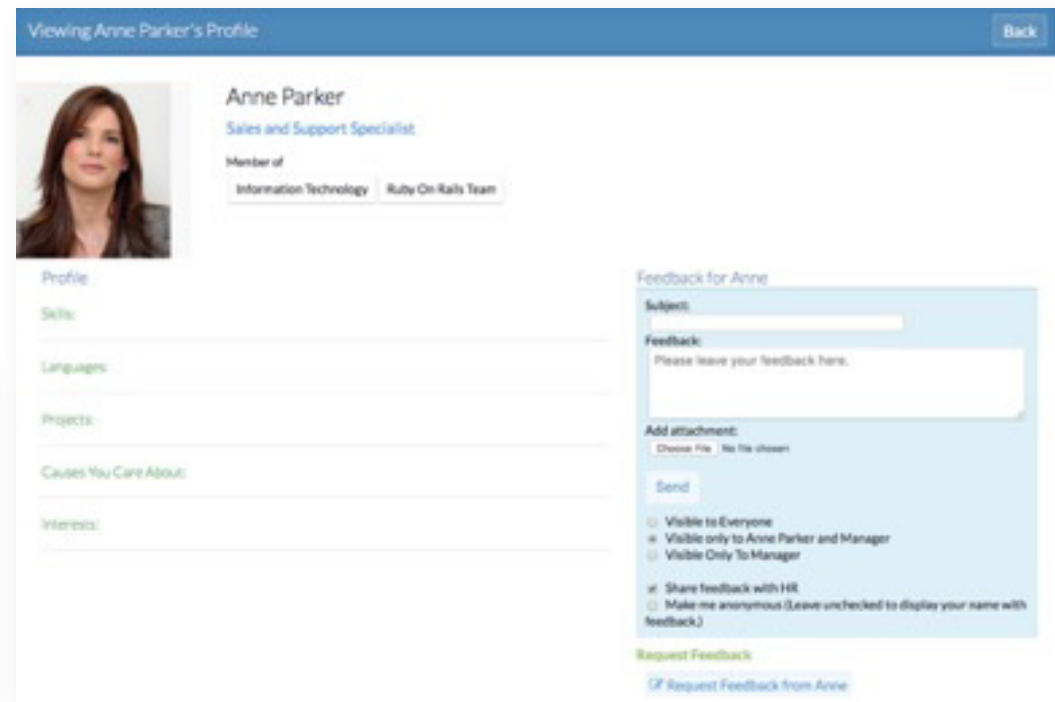
Weight: [Progress bar]

- Assign competencies by position, team or organization-wide
- Select from our competency library or customize your own content


Continuous & 360° Feedback

Give or Get REAL-TIME FEEDBACK to/from an Individual or an Entire Team

- Real-time feedback linked to Goals/OKRs
- Feedback available anytime on mobile or your desktop
- Provide better feedback with our tips tool
- Enable public or private recognition!



Viewing Anne Parker's Profile [Back](#)

 **Anne Parker**
Sales and Support Specialist
Member of
Information Technology Ruby On-Rails Team

Profile

Skills:

Languages:

Projects:

Causes You Care About:

Interests:

Feedback for Anne

Subject:

Feedback:
Please leave your feedback here.

Add attachment:
[Choose File](#) [No file chosen](#)

Send

Visible to Everyone
 Visible only to Anne Parker and Manager
 Visible Only To Manager

Share feedback with HR
 Make me anonymous (Leave unchecked to display your name with feedback.)

[Request Feedback](#)
[Request Feedback from Anne](#)

Company Directory

A

 Allin Wong [View profile](#)

C

 Chelsea Hogan [View profile](#)

 Charl Wilson [View profile](#)

1-on-1 Meetings

1-on-1 Meetings Tied to Goals Making Annual Reviews Easier

Check-In Meeting Questions (Questions to ask Employee)

Please use the suggested questions as conversation starters. The questions below are meant to be asked to the employee during the check-in meetings. Record the employee's responses to each question below.

Status update and alignment on goals.

Comment

Rich text editor with toolbar and text area.

Save

What is something you want to highlight? Progress towards a goal, accomplishment, or learning?

Comment

Rich text editor with toolbar and text area.

Check-In Meetings - Anne Parker

The Check-in Meeting feature is a great way to keep current on both your employee's individual needs for support and progress on their goals. Use this feature to continue an open dialogue on performance with your direct reports.

2019 Performance year [+ Create New Check In Meeting](#)

Check In Meeting - weekly 1.1	Edit Delete
Not Started - Self Check-In: Anne Parker	
Leader Check-In: Jilaine Parker	Edit
<input type="radio"/> Started Oct 06, 2019	<input type="radio"/> Status In progress
<input type="radio"/> Completed on	

[Create New Check In Meeting](#)

<input type="checkbox"/> Date Oct 06, 2019	<input type="checkbox"/> Time 02:00PM
---	--

Make 1-on-1 meetings seamless:

- Collaborate prior to the meeting
- Track meeting notes
- Save action items and monitor progress

Richer Annual Performance Conversations

Viewing 360 Review results for Year-End 360 Review for Jennipher Bright

Overall 360 Report Summary

Competencies rating summary

Competencies	Participant Summary			Score		Part rank	Self rank
	Needs improvement	Solid performer	Exceeds expectations	Part score	Self score		
Attention to Detail	0	2	2	13.3	10.0	1	5
Interpersonal Skills	0	4	0	10.0	10.0	2	4
Building Talent	0	3	1	11.65	10.0	4	1
Motivation	0	4	0	10.0	10.0	5	3
Leadership	0	3	1	11.65	10.0	3	2

Attention to Detail

Jilaine Parkes's End-Year Rating (Manager Evaluation left on Oct 22, 2019)

78

Manager Evaluation

Is an enthusiastic member of the team who enjoys all aspects of the work

Anne Parker's End-Year Rating (Employee Self Evaluation left on Oct 22, 2019)

58

Employee Self Evaluation

I could benefit from some coaching in the area of

Ability to set Performance Ratings ON or OFF


- Goal Ratings and Feedback from “Leader” and “Self” evaluations
- 360° Feedback from all invited perspectives (including customers!)
- Summary of Ratings across teams and the organization

Attention to Detail

Diligently attends to details and pursues quality in accomplishing tasks

Scores

Relation	Needs improvement	Solid performer	Exceeds expectations
Manager	0	1	0
Team Member	0	1	2
Self	0	1	0
Total	0	3	2



Team Leader: 49.0 Solid performer

Self: 44.0 Solid performer

Other: 71.0 Exceeds expectations

Total: 61.2 Solid performer

Viewing Anne Parker's 2019 Year-End Performance Review Scores

Jilaine Parkes's Evaluation

Weight Adjusted Objectives Scores

Health & Safety - Updating Policies	Rating	74	x	Weight	100.0%	74.0
Total Objectives + Assigned Objectives Score						74.0

Weight Adjusted Competency Scores

Decision Making and Judgment	Rating	78	x	Weight	35.7%	27.9
Knowledge of Design Patterns	Rating	50	x	Weight	50.0%	25.0
Relationship Building	Rating	89	x	Weight	14.3%	12.7
Total Competencies Score						65.57

Overall Rating: **Solid Performer**

Overall score calculation

50.0% Goal Score | 50.0% Competencies Score

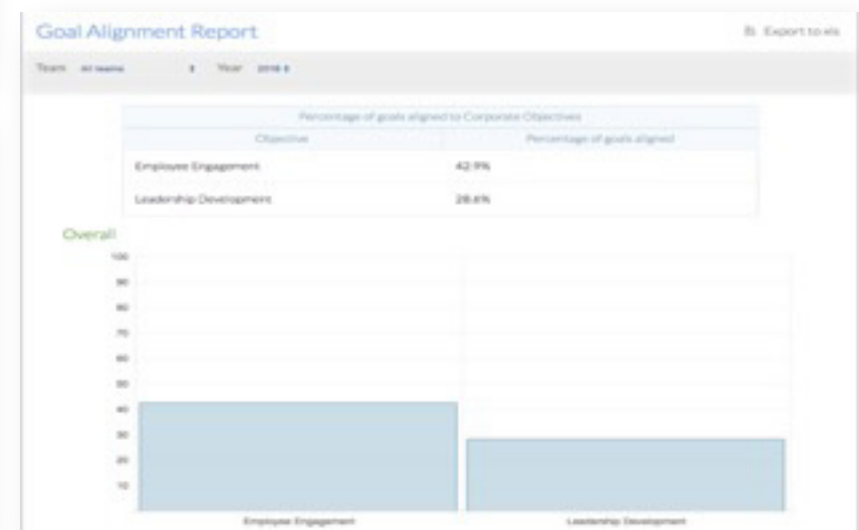
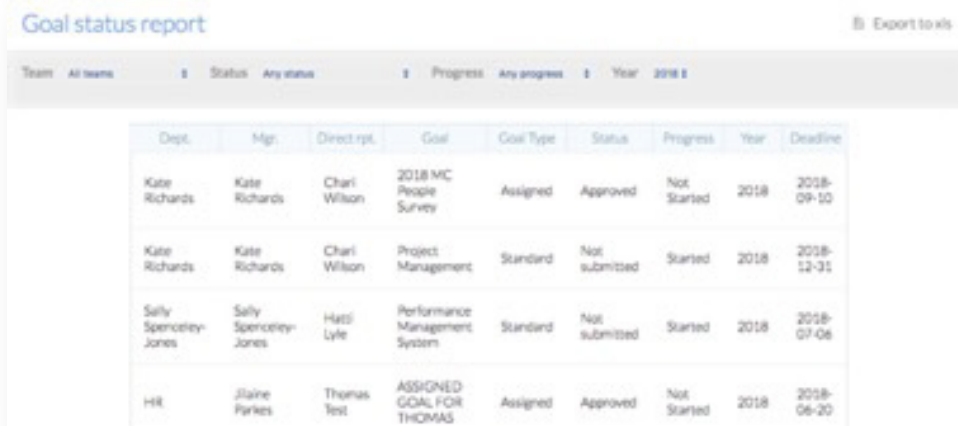
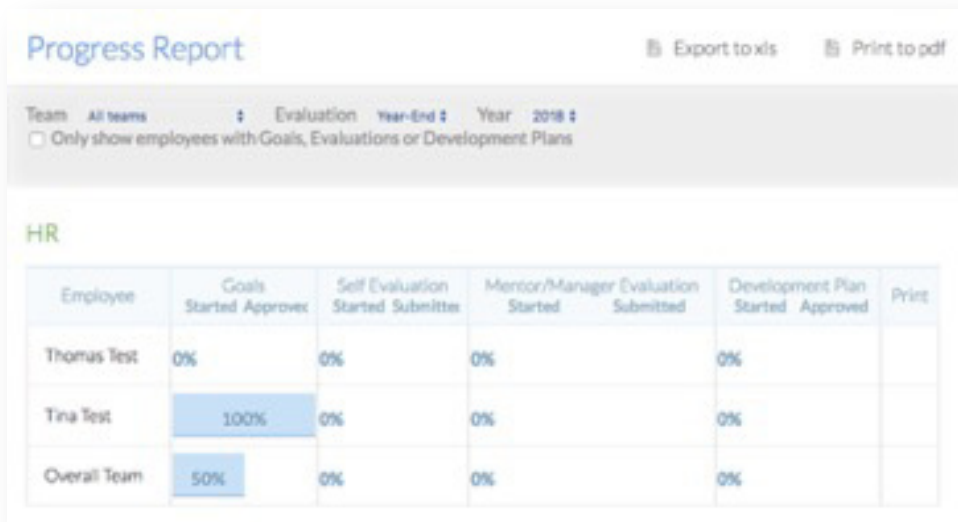
Final score: **70** / 100

Final rating: **70.0** | Exceeds expectations

Robust Performance Tracking

Custom Reports Available Upon Request

Snapshots of team and company-wide performance metrics



5 Reasons To Choose SpriggHR

The Best HR Practices Combined with Intuitive Design

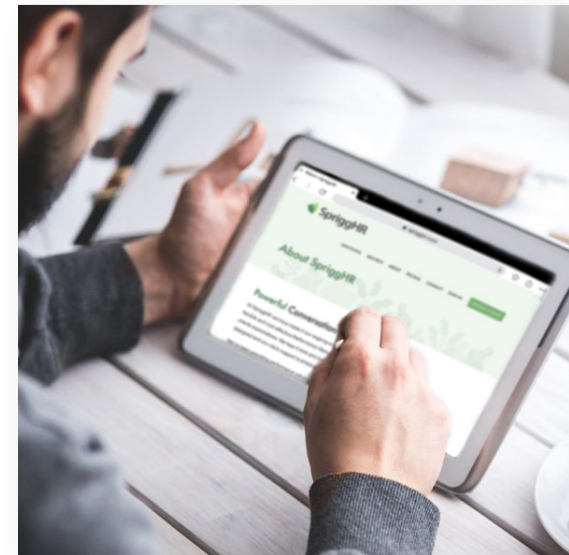
Easy to Use – Online training that can have your managers and employees proficient within 20 minutes

Easy to Implement – get up and running within 3-5 business days with the help of our client support team

HR Best Practices – industry current with flexibility to make it your own

Client Experience – best in class support from people who care and extended access to training tools

Secure and Private – PIPEDA, CASL, GDPR compliant with two-factor authentication





SpringgHR

Performance Management Made Simple

