

Name: _____

Date: _____

Echeloned Role Focus 12™

(To be reviewed every 6 months with manager)

1. What are the top objectives of my direct manager's role?
2. What are the top objectives of my own role?
3. What are the performance standards that are being applied to me?
4. What are the major constraints/obstacles in my unit?
5. What are the things that the company does that most help me?
6. What are the things that my manager does that most help me?
7. What are the things that my company does that most hinder me?
8. What are the things that my manager does that most hinder me?
9. In the last six months the successes of my focus have been...?
10. In the last six months the areas in which I wish I had done better were...?
11. What accomplishments, projects or deliverables do I propose to have done during the next year to reach the above objectives?
12. What are the activities on which I most need to focus in order to accelerate my progress toward these objectives?

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Mark Faust works with owners, CEOs and sales managers who want to grow their businesses. You can schedule a free growth ideas session with Mark. Simply book your time by visiting <https://calendly.com/markfaust>

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