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| Rapid Performance Development (RPD) |
| Step 1. Reflect |
| Step 2. Plan |
| Step 3. Dream |

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| REFLECT |  |
| FAITH  Live in faith . . . not in fear | Best day/worst day. What I did to get through the day. |
| KINDNESS  Am I being Kind? | One thing I consistently did to be kind to myself. |
| A relationship I developed | A new/enhanced relationship developed or nurtured |
| What would Kindness do? | A difficult situation where I was kind. |
| TRUTH  Faith + Truth = Hope | The value truth supports me in my leadership role. |
| EXCELLENCE  Exceeding expectations | My greatest accomplishment.  An initiative or process I was able to introduce.  An innovation. |
| ACCOUNTABILITY | Residents, team and organization kept safe and healthy. |
| JOB DESCRIPTION  Meeting expectations | Summary of my year. |
| JOB DESCRPTION  Challenged to meet | Summary of my year. |

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| Direct Supervisor Comments |

Signature Employee: Signature Supervisor:

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| PLAN |  |
| Learnings from Reflection | What did your RPD tell you about your year? Yourself? |
| Learning from Reflection | What were you challenged to meet in 2020 that you want to carry forward? |
| FAITH  Live in faith . . . not in fear | Greatest strength – I want to build on |
| KINDNESS  SELF | Objective: A skill, education, health, wellbeing |
| TEAM | Objective: Develop, coach, support |
| COMMUNITY ORGANIZATION | Objective: Going beyond your team |
| TRUTH  Faith + Truth = Hope | Focus on |
| EXCELLENCE  Exceeding expectations | Focus on |
| ACCOUNTABILITY | Focus on |
| Faith  Live in faith not in fear | Greatest strength of my team of the organization |
| Supervisor Relationship | What will help me to be successful in 2021? |
| DREAM | I would like to be part of SUCCESSion in 2021  I would recommend XX to be part of SUCCESSion 2021 |

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| Direct Supervisor Comments |

Signature Employee: Signature Supervisor: