

# QUARTERLY PERFORMANCE LOOP

C.A.R.E. Framework for Strategic Alignment

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You're not just updating status. You're aligning culture and performance in real time. Use this framework to guide your quarterly reviews.

## C CLARIFY EXPECTATIONS

*"Let's make sure we're aligned on what you own and what success looks like."*

- Review ESA responsibilities.
- Review current Critical Result.
- Confirm APSs and expectations.
- **Ask:** "Is anything unclear or shifted?"

## A ACKNOWLEDGE

*"Let's talk about wins, challenges, and what's feeling off."*

- Acknowledge behaviors that align with core values.
- **Energy Check-in:**
  - What felt great this quarter?
  - What drained you?
  - Where did you feel like you struggled?

## R REVIEW RESULTS

*"Let's look at what happened."*

- Score performance on the Critical Result.
- Look at relevant APSs.
- Evaluate growth in Areas of Focus.
- Discuss missed targets (without blame).
- **Ask:** "What were the drivers behind the outcome?"

## E EMPOWER

*"Let's talk about your next level."*

- Identify changes to CR / Responsibilities.
- Define new Areas of Focus.
- **Ask:**
  - "What do you feel ready to own now?"
  - "What support would help you succeed next quarter?"

| PROCESS SUMMARY |                                                 |
|-----------------|-------------------------------------------------|
| STEP            | WHAT IT COVERS                                  |
| Clarify         | Role, responsibilities, APSs, ownership levels  |
| Acknowledge     | Wins, energy, task alignment, cultural behavior |
| Review          | Critical Results, performance, breakdowns       |
| Empower         | New targets, ownership, support needed          |

