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self-assessment is a process that involves establishing strengths, improvements, and insights based on predetermined performance criteria. In this paper we will perform a comparative analysis of reflection and self-assessment, clarifying the differences in definition, methodologies, and results.

## **A Comparative Analysis of Reflection and Self-Assessment**

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Employee Self-Assessment 1. Review this brief for detailed instructions on how to document your self-assessment, guidance on how to think about performance, and examples of documentation. 2. Copy your goals for 2011-12 into the "Individual Goals" section of the form.

## **Employee Brief: Your Self-Assessment**

2. Example of a specific achievement and/or deliverable (which may or may not be related to a goal). Goals/Achievements/ Job Functions Demonstrated Competencies Supporting comments Presentation of financials at quarterly management meetings.

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and learning progress, identify their skills and abilities, determine their weak spots, revise their work, and to set realistic goals.

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