2015/2016 Goal Alignment Categories

- Mission—Catholic Jesuit Identity
- Academic Excellence—Pursuit of high quality, globally-informed
- Research—Expand and enhance
- People—Collaboration and professional development
- University Resources—Stewardship of valuable resources
- Position/Unit-Specific: Position-specific or “functional competencies” are ones that drive proven high-performance, quality results for a given position. They are often technical or operational in nature and very different from role to role.

Why is goal alignment important? By aligning your performance goals, it creates ownership in an employee’s personal success, as well as the organization’s success as a whole. Having defined alignment categories can provide clearer direction, resulting in more engaged employees and increased job satisfaction. Employees who clearly understand their individual goals and how those goals relate to the larger, shared Creighton University objectives have better success at achieving their goals. Individual goals can have a direct contribution to Creighton’s success!