Incorporating Sustainability in the Performance Dialogue

Incorporating sustainability into your performance dialogue can help advance McGill University's sustainability goals and make positive operational and cultural changes, while also demonstrating personal leadership. Below, find several examples of sustainability-related objectives that could be tailored and embedded in your performance dialogue. Use these as a starting point for discussions with your supervisor on sustainability as it relates to your position and your workplace. You may also wish to pair these with relevant training opportunities, such as modules on sustainability-related topics offered by Organizational Development.

Examples of Sustainability-Related Objectives

- Plan and achieve a sustainable event certification for # event(s) hosted during this academic year.

- Lead [Department/Unit]'s Sustainable Workplace Certification process by holding # team meetings and identifying # positive changes to implement.

- Reduce business travel by #% from last year by utilizing alternatives such as remote conferencing and telecommuting, thus contributing to reducing the University's greenhouse gas emissions.

- Develop a program to promote active transport (e.g. biking, walking) to the workplace and implement it.

- Develop a new process or policy for [Department/Unit] to reduce materials use or waste generation (e.g. reducing printing).

- Develop a list of # more sustainable options for the three most often-used goods and services purchased by [Department/Unit] and implement at least # change(s).

- Perform a review of the life cycle of products to be purchased by [Department/Unit], in order to make a more informed purchasing decision.

- Review the McGill Sustainable Labs Guide and implement # best practices in the [Department/Unit]'s lab(s) by the end of the year.

- Create one multi-platform communications campaign around [Department/Unit]'s sustainability initiatives.

- Research a sustainability topic relevant to [Department/Unit] and present findings and recommendations.

- Partner with a student/group of students on an Applied Student Research project in order to analyze and report on recommendations for a sustainability-related challenge for [Department/Unit].

- Develop an approach to improve sustainability on campus in collaboration with relevant stakeholders and submit an application to the Sustainability Projects Fund.

- Incorporate at least one sustainability consideration into a policy that is being revised/developed by [Department/Unit].

- Lead an accessibility audit of the office space, with the goal of implementing # improvements to make the space more accessible by the end of the year.

- Mentor another employee by meeting # times per [month/quarter] in order to share best practices, encourage well-being, and build capacity.

- Prepare a succession plan in anticipation of retirement to transfer knowledge and necessary training.