

# PEM FAQ

## **Questions and Answers:**

### **Q) Why is the Navy adopting PEM?**

A) Sailors want to know what is expected of them from the outset of their performance cycle. Clear, written performance expectations are not currently codified in any part of the performance evaluation program. PEM will fill that gap by ensuring clear communication and understanding between a member and their supervisor. PEM will focus on setting performance expectations and facilitating meaningful feedback conversations. Additionally, PEM will replace the Individual Development Plan (IDP) used in Mid-Term Counseling, which focuses on short and long-term goals, as personal growth goals covered as part of the Command Career Counseling program.

### **Q) Will PEM be user friendly?**

A) Design principles for PEM are fair, simple, and helpful. The goal is to have a program that is intuitive, step-by-step, latency-resistant to the maximum extent possible, and minimizes administrative burden. Prior to fleet release, PEM will be thoroughly tested to ensure the best product is released to the fleet.

### **Q) How will PEM be accessed underway?**

A) PEM will be available for access both connected and afloat disconnected.

### **Q) When will PEM be fully operational and available Fleet wide?**

A) Full scale implementation is driven by functionality and accessibility, not time – we need to get this right. The target date for Fleet-wide implementation is 2026.

### **Q) How will PEM affect my current workload?**

A) Expectation setting and mid-term counseling are both best practices in performance evaluation and required by current Navy guidance. PEM will provide Sailors with clear expectations and reduce uncertainty in performance, helping to reduce barriers to progress.