

Focus group prompts / questions

INSPIRE System (Pilot group only)

- Negative experiences to using system
- Positive experiences of using system
- How easy was it to navigate the system?
 - Was it intuitive?
- How did you find the ratings?
 - What are your views on the blind rating process?
- Did completing the ratings help to focus the appraisal conversation?

Framework

- *Negatives of framework* — *Fit to role, band, pitch, relationship between levels, ease of answering and evidencing.*
- *Positives of framework* —
- Specific v vague nature of framework (pros and cons of each)
 - Examples of ease or difficulty
- Fitting required behaviours into TRUST values – shoehorning or legitimate requirements?
- Blind ratings – pros and cons
- Requirements of ratings

Guidelines –

- Achieve **all** behavioural aspects per value?
- Not met expectations and met expectations or not met, met and exceeds?
other?
- Utility – appraisal and management supervision
- Training requirement inclusions to ensure same application across Trust rather than subjective application