

Finding The Truth About Your Performance Review

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The performance review process is interesting to say the least. Despite the moans and groans that go along with it, many organizations adopt a process of an annual or semi-annual review. Is your performance review honest, effective, and well managed?

Mismanaged Reviews

I can provide dozens and dozens of stories and examples of how the process is mismanaged which ultimately leads to the belief that performance reviews are a waste of time and effort. I have to admit that if they are not well managed, they probably are not very valuable. In extreme mismanagement, they could even be detrimental.

Unfortunately, often the process is done at the last minute, or supervisors give employees who they favor accolades while blasting someone who did something wrong yesterday as if it represents an entire year of wrong doing. All of this is of course, wrong.

Do you want to know the truth about your performance review? Do you want to understand how to improve?

Your Performance Review

Consider doing the review yourself. Yes, this can be done, and if you manage it properly it can be very beneficial. You could also ask a few peers to provide some honest feedback.

To get started the best way is ask yourself some tough questions, here are a few to consider:

1. What have I pushed myself to learn recently?
2. What am I doing better at?
3. Is my communication clear?
4. Am I listening well?
5. Have my sales skills improved (Hint: We all sell.)?
6. What mistakes have I made recently and what did I learn from them?
7. Are my goals appropriate (do I have goals?)?
8. Have I met or exceeded goals?
9. Who have I helped and who will I help next?
10. What value am I bringing to my job role and how can I bring more?



One of the best parts about your performance review is that you can do it often, check back regularly, and provide yourself with honest feedback.

Certainly, you may have some blind spots and it may be hard to recognize the expectations of others but if you consistently review yourself you'll likely bring more value to the organization.

– DEG

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