



John Gregory Vincent

Performance reviews are your enemy

A week or so ago in the Management and Leadership section of Business Week they spoke about the better utilization of performance reviews. Everything from increasing frequency to making the review more "positive" in nature. All nice thoughts but at the end of the day no performance review can replace open communication and continuous TWO way feedback. Let me say that one again. No performance review can replace open communication and continuous two way feedback.

Performance reviews occur daily.....

Is part of your check in process to introduce employees to the performance review they will be using? Why not? This is when you explain the grading system and ranking and if and how it pertains to promotions/raises etc. Do this DAY ONE not 364 days after day one when they're signing their first review.

Make sure you go over the categories and the standards for each category. Talk specifically how each standard pertains to the results desired for your team, department or for the organization as appropriate. This is a very effective way to tie everything together. If your performance review cannot effectively do this CHANGE IT SO IT DOES. Not in charge then scream at the top of your lungs to effect change. To not do so is to say you are fine with the annual waste of time paper drill many organizations performance reviews are.

Now just ensure you speak regularly with every person you are responsible for in terms of how they are doing with respect to the categories and standards (and there for the RESULTS they produce). Do not do this in a formal sense do this as part of normal conversations. It does make sense to do quarterly sit down 360 degree reviews using the actual performance review. 360 because you allow them to assess themselves and YOU as it applies to helping and supporting them. Also you provide detailed feedback to the individual. This is when differences in marks, or performance to standards must be discussed. If you have an open dialog with your direct reports there will be few if any significant differences. This brings up a critical point with respect to performance reviews. If anyone who you are responsible for is ever surprised by the review they are given you have failed. Do not try and figure out how this is their fault or the organizations fault. If they are surprised, GOOD or bad, by what they are signing, YOU HAVE FAILED as their supervisor in effectively keeping them abreast of their performance.

So use performance reviews as a review of what you talk about regularly with the people you directly supervise, NOT as a commentary on everything they have done in the last 6 or 12 months. Performance of some kind occurs every day. It is impossible to provide the critically important timely feedback that is essential to high productivity once or twice a year. Your people deserve better than that and frankly you're better than that!

It's about time for your strategic planning meeting. We can facilitate this for you ensuring this provides the critical plan and focus that leads to results in order to maximize your productivity.

Remember without action nothing occurs. We take action.

[It all begins at www.johngvincent.com](http://www.johngvincent.com) so click [HERE](#)

To remove your name from our mailing list, please [click here](#).

Want more information on how we can help you email us at inquiry@johngvincent.com or call us at 843-627-4587. Find me on [facebook](#)— [linkedin](#) or [tweeter](#)

600 listeners and GROWING are tuning in SUNDAY MORNING AT 9AM EASTERN

Now simulcasting on blogtv.com so you can see and hear the show!

[CLICK HERE NOW](#) to listen to our archived radio shows.

Newsletter Spotlight

If your middle management is not operating at peak levels neither is your organization. Contact us

843-627-4587 or email

inquiry@johngvincent.com