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Weak vs. No Performance Appraisals ©

By

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Employers are better off with no performance reviews rather than the weak variety. Employees are not fooled by the ‘weak’ performance appraisal. They may believe wrestling on TV but they know a phony performance review when they see / hear it. Employees *want* a periodic evaluation of their performance. Job performance improves in an atmosphere of objective feedback. Performance evaluations will typically be received as positive to the employee if it provides the means to improve job performance. Here are some general guidelines when developing a Performance Appraisal Program.

1. **Make it real:** An employee’s direct manager / supervisor with first hand job performance knowledge must participate in the evaluation, and the performance review form must be relevant to the person being evaluated. The position description (job description) ‘responsibility’ section or job ‘task and duty’ lists should be used. Employees receive performance reviews as constructive if, judgments are based on **observable behavior, documented results and not general opinions.**
2. **Guide Future Output:** In order to make discussions of less than acceptable

performance constructive, specified methodology for the employee’s improvement must accompany the review; to included quantitative output and timelines. If not, how can an employer expect different performance results?

3. **Receive Commitment:** There must be buy-in from the employee on what efforts will be made to correct or improve problematic performance areas. Employers should ensure that any improvement whatsoever is rewarded through acknowledgement and praise or incentive that fits the job and / or the individual.

Still a ‘truism’; an organizations most valuable resource is its personnel. A proficient evaluation system will enhance employee development, demonstrate the organization’s appreciation of employees and serve as a key element in motivating performance.

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