



HOW CAN MANAGERS MAKE PERFORMANCE REVIEWS LESS INTIMIDATING?

Advice from nTech's Learning and Development Manager, Elisa Burgos-Ojeda



Why Are Most Performance Reviews So Intimidating?

They're intimidating because they're rare and they're inefficient.

They happen once a year where both the manager and the individual contributor have to comb through all of the milestones and goals and outputs and performance of the previous year. Conversations resulting from this can be stressful.



Why Is Effective Communication Important In Performance Reviews?

The goal is that you have communication set up effectively throughout the year, so that the performance reviews, no matter the cadence in which they happen, are like a check-in.



How Often Should Performance Reviews Be Done and Why?

The important thing is to make sure that you have regular one-on-one meetings between the manager and employee.

Doing this all year long, allows you to have performance conversations about issues as they arise in real-time so you can resolve them together.



How Can Employers Give Constructive Feedback During Reviews?

Whether your company provides performance reviews as quarterly check-ins, half-year reviews, or yearly reviews, the first step is to be sure that the feedback is specific to the employee's work, not their personality



How Can Organizations Implement Ongoing Performance Feedback and Goal Setting?

I highly recommend that no one does any kind of performance feedback without receiving some training on bias mitigation, as this will help to yield a richer, more beneficial conversation for both parties.





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