

THE TOP 5 PROBLEMS WITH ANNUAL PERFORMANCE REVIEWS

AND HOW TO FIX THEM



1

Cause Stress and Anxiety for Managers and Employees

If crucial conversations are only happening annually between managers and employees, they cause stress for both rather than positively impacting performance and development.

2

Are Too Subjective

HR teams are aware of the many biases – recency, halo-effect and leniency and others – which negatively impact the quality of the assessment and any feedback provided.

3

Are Too Infrequent

HR professionals surveyed agreed that increasing the frequency of coaching and feedback is important to improving employee performance.



4

Fail to Improve Employee Performance

Gallup confirms that just 26% of employees strongly agree that the feedback they receive truly helps them improve at work.

5

Fail to Provide Quality Feedback

One primary goal of any performance management program is to help employees develop and improve. When annual reviews fail to deliver this primary goal, HR departments must push for a change.



Get more insights from the Betterworks Continuous Performance Management Survey