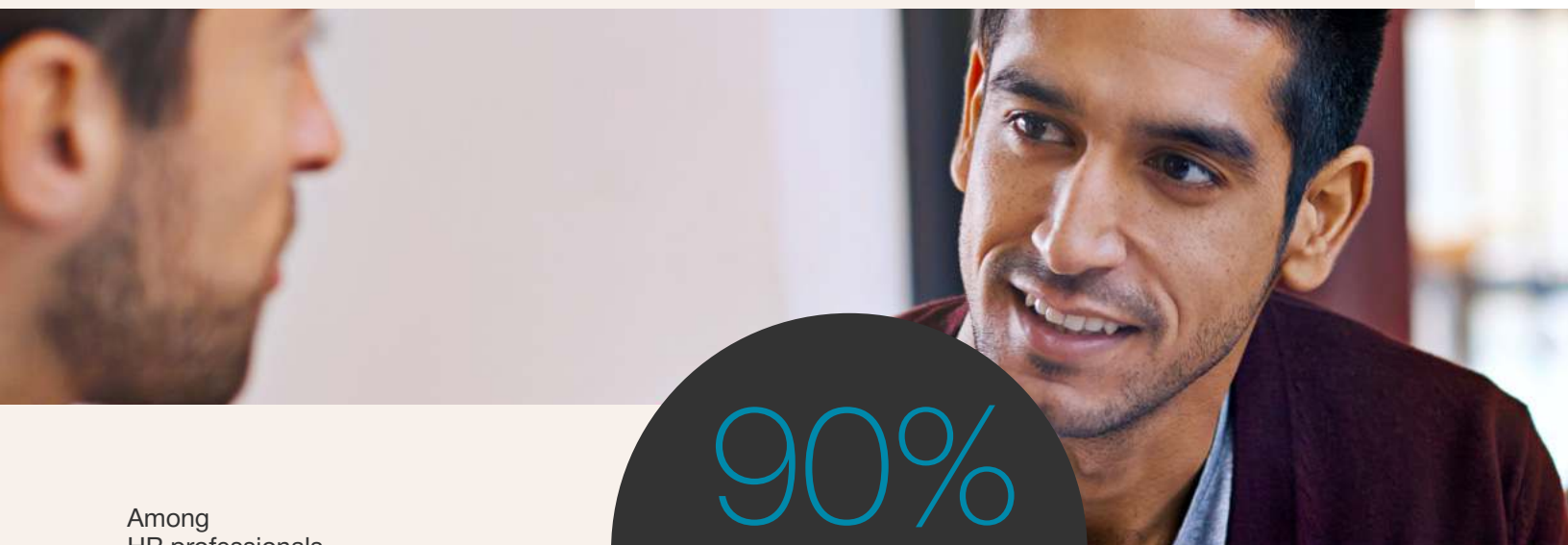


HR Pros Report:

MORE CONVERSATIONS ARE BETTER FOR PERFORMANCE MANAGEMENT

We recently surveyed hundreds of HR professionals and people managers across multiple industries to find out what is (and isn't) working with their performance management programs. Almost universally, they agreed that **annual reviews aren't delivering the results their business needs**, and that **increasing the frequency of performance-related conversations is key to improving the overall effectiveness of performance management programs.**



Among HR professionals we surveyed...



92%

agree employees need a positive relationship with their manager in order to give their best performance

90%

agree employees need to be comfortable talking with managers about work, as well as life in general

91%

agree goal alignment to company priorities requires conversation

86%

agree that those who have more frequent conversations are more likely to stay with the organization and **82%** agree their performance is better

89%

agree that more timely feedback and frequent coaching from managers improves employee performance

84%

agree that employees want more feedback and coaching from their managers

79%

believe their managers want to get better at having these conversations

87%

agree that it is a key part of their job to ensure managers are having these crucial conversations with their employees more regularly

By increasing the frequency of conversations between managers and employees, businesses can take a critical step towards creating an effective performance management program for today's workforce.

Get more insights from the 2018 Betterworks Continuous Performance Management® Survey

