Recognize performance

Reviewers should provide specific examples of times the employee has made a positive impact on the company.

Set goals

Employees should leave performance appraisals with specific objectives for the upcoming review period.



5 Objectives of Performance Appraisal

Provide regular feedback

Appraisals should be conducted regularly, and employees should leave the meeting knowing when their next one will be.

Develop talent

Reviewers and reviewed employees should target specific areas where they can strengthen their existing skill set.

Identify weak links

If employee performance is not up to company standards, reviewers should be clear, constructive, and provide development plan.

Objective Performance Appraisals

Scott C. Dulebohn

Objective Performance Appraisals:

Whispering the Strategies of Language: An Mental Quest through Objective Performance Appraisals

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