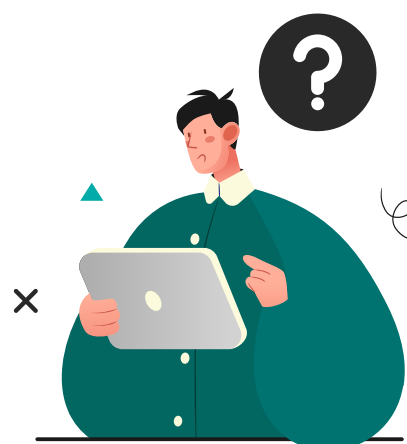


# The Roadmap to Improved Employee Performance

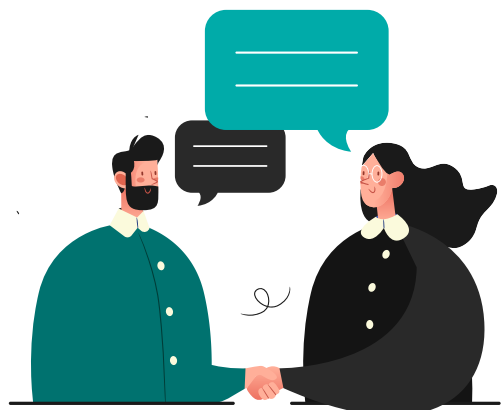


## Clarity is Key

Many employees struggle to understand how their performance is assessed.

**14.4% of individual contributors don't know how their performance is measured.**

**Action:** Clear and transparent communication ensures employees stay informed and engaged.

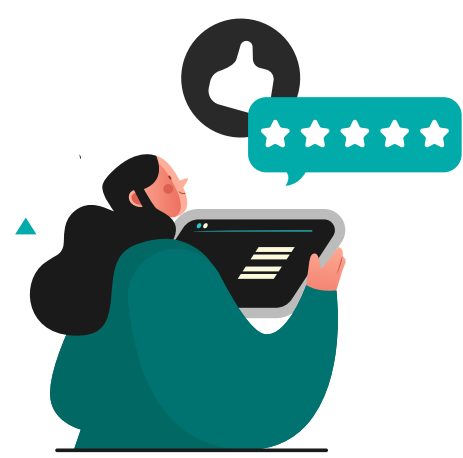


## Beyond Annual Reviews

Traditional annual reviews are falling out of favor.

**Only 23.4% of employees have annual performance discussions, with just 8.9% preferring this frequency, while nearly 49% favor monthly or quarterly check-ins.**

**Action:** Shift to regular performance discussions to foster agility and growth.



## Performance Improves with Frequency

Frequent feedback drives improvement.

**60.7% of employees and 81.6% of managers believe frequent reviews improve performance.**

**Action:** Create a culture of continuous feedback to accelerate development.



## Motivation Powers Performance

Performance reviews can serve as powerful tools to motivate employees.

**45.4% of managers view performance reviews as tools for motivation.**

**Action:** Use reviews to inspire and engage through goal alignment and recognition.



## Peer Feedback Matters

Employees and managers value co-worker input.

**55.8% of managers seek peer feedback, with 73.4% valuing it, compared to 41.6% of employees who seek such feedback.**

**Action:** Incorporate peer-to-peer reviews to build a collaborative feedback culture.



## Development-Centric Reviews

Employees and managers align on using reviews for growth.

**61.1% of employees and 81.6% of managers agree reviews should focus on professional development.**

**Action:** Position reviews as opportunities for learning and upskilling, leveraging insights from employee performance.