



Master Performance Reviews

Unlock the secrets to effective employee assessment and development



What Drives Review Method Selection?



Culture & Style

Organisational culture and management approach shape review methods.



Work Nature

Technology and work characteristics influence assessment techniques.



Workforce Traits

Employee characteristics determine suitable review approaches.



Three Performance Focus Areas

1

Achievements

Quantifiable measures: profitability, sales value, production volume, expense ratios.

2

Actions

Work execution and employee behaviour matter more than outcomes.

3

Capabilities

Competency-based reviews assess management style, teamwork, communication skills.



Reliability vs Validity

Reliability

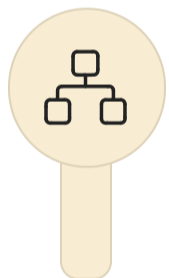
Produces consistent data over time. Same performance receives identical assessment on different occasions.

Validity

Measures what it claims to measure. Assessment accurately reflects intended performance criteria.



Three Guidelines for Effective Reviews



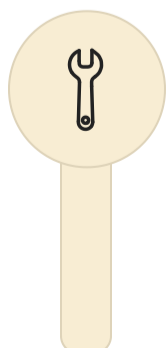
Structured Instruments

Systematic tools produce more reliable results than blank sheets.



Job-Specific Focus

Tailored instruments outperform generalised assessment tools.



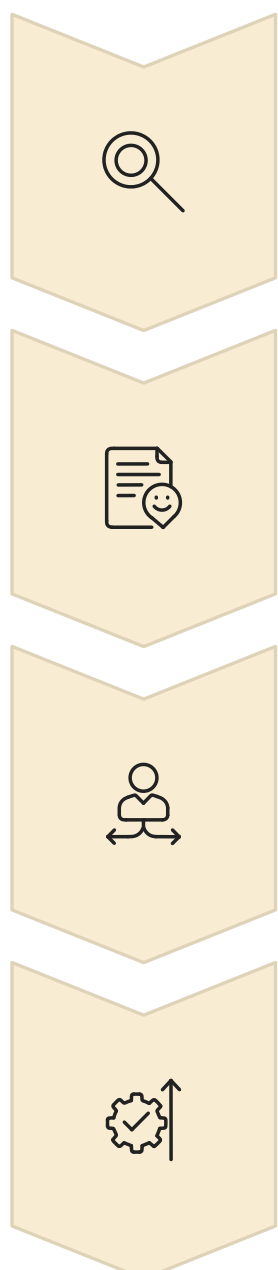
Multiple Methods

Several assessment tools yield better results than single instruments.



Systematic Selection Process

Choose review methods based on organisational needs, not trends or fads.



Assess Needs

Review Options

Select Method

Implement

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