



4 Performance Review Methods That Actually Work

Swipe to discover the approaches transforming
workplace performance



The Four Main Approaches

Comparison Rankings

Employees ranked from top to bottom

Standards-Based

Focus on traits and characteristics

Results-Based

Achievement of agreed performance plans

Competency Reviews

Assessing capability rather than actual performance



Why Comparison Methods Are Outdated

No Clear Criteria

Rankings based on traits without specific assessment standards

Ignores Job Requirements

Compares employees rather than measuring against organisational expectations

Fallen Out of Favour

Most organisations have moved away from this approach



Standards-Based Reviews: Four Approaches



Forced Choice

Reviewers select from predetermined options



Critical Incidents

Focus on specific notable behaviours



Behaviourally Anchored Scales

Sophisticated rating systems with behavioural examples



Behavioural Observation

Systematic tracking of workplace behaviours

Results-Based Reviews: The MBO Advantage

Management by Objectives focuses on what employees achieve

01

Job Analysis

Define key results areas and expected outcomes

02


Performance Plan

Set SMART targets with clear behaviours

03

Performance Discussion

Review achievements and agree future targets

 **Key Insight:** Employees perform better when they participate in setting their own targets



Competency Reviews Explained

1

Define Standards

Determine relevant competencies for the role

2

Gather Evidence

Collect data through observation and assessment

3

Analyse Results

Assess competencies and provide feedback

4

Acknowledge Achievement

Present certificates for competencies achieved

Focus: Assessing potential to perform, not actual performance



Ready to Transform Your Reviews?

Choose the method that aligns with your organisational goals

[Contact HR Unlocked](#)

[Share this post](#) with your team