



Who Reviews Your Performance?

Discover the different methods organisations use to assess employee performance and their unique advantages.



Manager-Led Reviews



Direct Observation

Managers understand job requirements and observe performance daily.



Performance Data

Ready access to targets and achievement information.



Team Success

Managers motivated to enhance whole work group performance.



Self-Assessment Benefits

Employees evaluate their own performance against targets, creating two-way dialogue with managers.

1

Employee Involvement

Makes review process more collaborative and engaging.

2

Development Focus

Encourages personal responsibility for career growth.

3

Realistic Expectations

Clarifies requirements when views differ from manager's.



Peer & Team Reviews

Peer Review

Colleagues assess observable behaviours and performance.

- Work group feedback
- Cross-functional insights
- Development-focused

Team Assessment

Members evaluate team effectiveness and collaboration.

- Team objectives
commitment
- Communication quality
- Leadership support

Upwards Assessment

Subordinates provide feedback on manager behaviour, leadership style, and support effectiveness.



Anonymous Feedback

Employees rate manager behaviours confidentially through third party.



Analysis & Reporting

Trends identified whilst protecting employee anonymity.

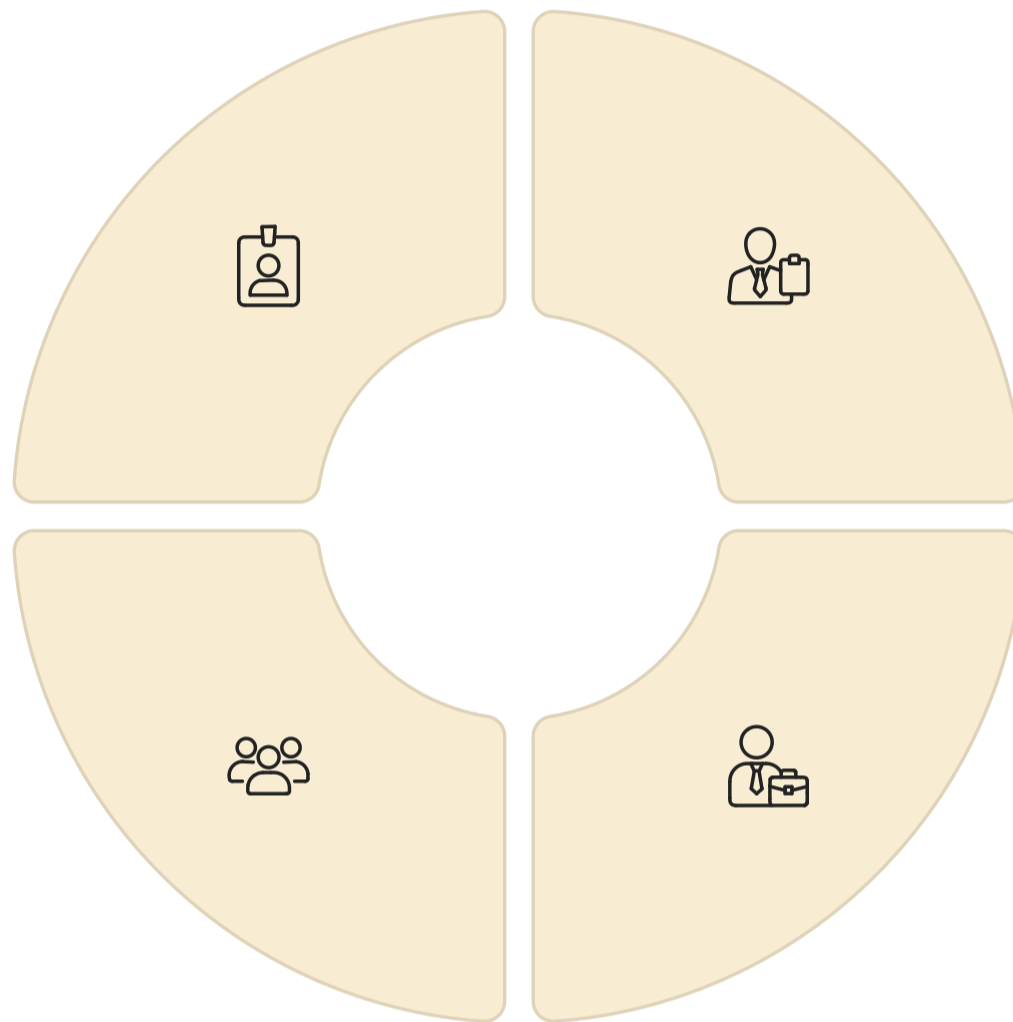


Action Plans

Managers develop behaviour changes based on subordinate input.

360-Degree Reviews

Comprehensive feedback from subordinates, peers, superiors, and clients creates complete performance picture.



 **Self-Assessment**

 **Manager Review**

 **Peer Feedback**

 **Subordinate Input**

 Requires trust, openness, and skilled feedback facilitation for success.

Choose the Right Approach

Select review methods that match your organisational culture and development goals.

Consider Context

Match method to job role and working environment.

Ensure Validity

Reviewers must know job requirements and observe performance.

Get Expert Help

Contact [HR Unlocked](#) for guidance.

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