humancraft

3. WHAT ARE YOU EVALUATING?
- ★ empathy
- ★ resilience
- ★ adaptability
- ★ Collaboration & team work

these are VALUED HIGH!

HOW YOU COMMUNICATE
What leaders DO & SAY now is going to be remembered!
impacts company culture & the retention rates

2.

WHY PERFORMANCE REVIEW?
- ✓ identify poor performance
- ✓ acknowledge talent
- ✓ meeting KPIs
- + reinforce Company values
- + help employees become as strong as possible

1.

PERFORMANCE REVIEWS ARE CHALLENGING - NOW EVEN MORE!
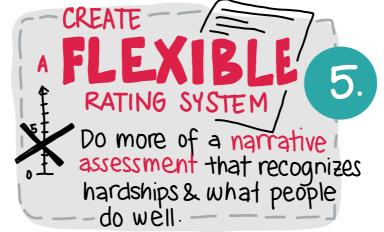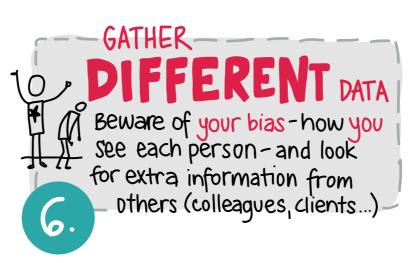
HOW CAN WE REALLY EVALUATE PEOPLE'S PERFORMANCE? HOW CAN WE MAKE A FAIR ASSESSMENT? HOW CAN WE SHOW CARE AND STILL BE FAIR?

PERFORMANCE
VALUES, POTENTIAL

4.
Everyone's situation at home is different. Show compassion & give them a little more latitude.

SHOW COMPASSION

5. CREATE A **FLEXIBLE** RATING SYSTEM
Do more of a narrative assessment that recognizes hardships & what people do well.

GATHER **DIFFERENT** DATA
Beware of your bias - how you see each person - and look for extra information from others (colleagues, clients...)

6.

7. COMMUNICATE **CLEARLY**
Use video, be personal & humane; be explicit & focus on what's important; encourage back & forth communication

8. **POOR** PERFORMERS
What's going on in your life?
Find it out & allow them a time-bound grace period.

RECOGNIZE **TOP** TALENT
9. Thank you!
Give recognition & create certainty. Reassure & praise them!

FUTURE PERFORMANCE REVIEW
- ✓ more frequent evaluations
- ✓ build on resilience & agility

10.

HOW TO DO PERFORMANCE REVIEWS - REMOTELY