

# Beyond the Awkward: Turning Performance Reviews into Positive Experiences

## Key Takeaways

1

A **performance review** is a periodic assessment of an **employee's overall performance** and their **contribution** to the organisation.

### Why performance reviews matter?



**Feedback Gathering**



**Career Development**



**Role Alignment**



**Rewards**

2

### How To Embrace Feedback

1



#### Identify Constructive Feedback

Constructive feedback is typically specific, actionable and focused on growth

2



#### Develop Growth Mindset

Cultivate a growth mindset with the power of "Yet" to shift your perspective from negativity to possibility

3



#### See It as a Way to Connect

Welcoming your manager's insights and partnering with them on solutions and creates an environment of trust.

4



#### Make Feedback a Habit

Be intentional with your 1:1 schedule with your manager, and communicate daily where possible

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### Steps to Advocate For Yourself at Work



#### Improve Communication

To ensure clear delivery of information and strengthen relationship



#### Set SMART Goals

Set career goals that are Specific, Measurable, Achievable, Relevant and Timely



#### Track Progress

To ensure alignment with established goals and objectives; stay motivated and accountable



#### Discuss Aspirations

To discuss long-term career goals and connect personal interests to skills

### Need a bit more help?

Discuss with your coach on more personalised strategies for more effective performance reviews at work!



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