

Beyond the Awkward: Turning Performance Reviews into Positive Experiences

Ever feel like performance reviews are more of a mystery than a motivator? You're not alone! This session is designed for busy employees who want to take charge of their development. We'll crack the code on common anxieties and misconceptions, empowering you to understand what to expect.

But this isn't just about surviving the review. We'll show you how to turn that feedback - yes, even the not-so-great stuff - into a powerful tool for growth. Learn how to overcome that negativity bias and embrace a "growth mindset" that unlocks your full potential. We'll give you actionable strategies to turn feedback into steps you can take to become a rockstar at work.

Ditch the performance review dread and join us - let's unlock the hidden power of these reviews and turn them into a catalyst for your professional success!

Learning Objectives

- Understanding performance review: its importance and misconceptions
- How to overcome negativity bias and focus on opportunities for growth and improvement
- Application: top tips to start advocating for your professional development needs

Content Outline

Demystifying Performance Reviews: What to Expect

- Why do Performance Reviews Matter?
- Activity: Debunking Myths around Performance Reviews

The Art of Embracing Feedback

- Understanding Types of Feedback in the Workplace
- Why Do We Dislike Feedback So Much?
- How to Embrace Feedback?
- Make Feedback a Habit

Advocating for Your Development Needs

- Why Is it Important to Advocate for Yourself at Work?
- Communication Techniques to Advocate for Yourself at Work
- Ensuring Alignment Between You and Your Manager
- Setting SMART Goals and Communicating Them