

Performance Reviews

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Characteristics of a **BAD** Performance Review

- **Annual event**
- **Emotional**
- **Only focuses on the negative**
- **Not part of a corporate process**



Characteristics of a **GOOD** Performance Review

- **Occurs at least quarterly**
- **Fact-based**
- **Focuses on the negative**
- **Not part of a corporate process**
- **Tied to corporate strategy**



- **Yellowbook**

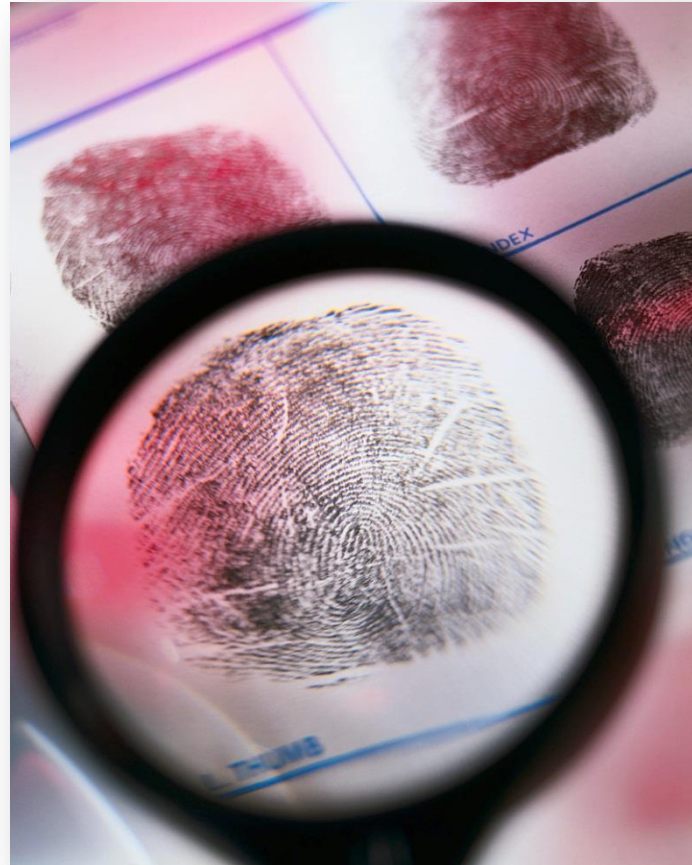


- **Rohm and Haas**



- **Yours?**

LENSES



**What do you want in the “official”
MIS4596 performance review**