



Taking the Pain Out of Performance Reviews

Did you know there are 5 ways to make performance reviews honest, constructive, motivating and fulfilling conversations? Of course, not everybody knows how to do that because a landmark Leadership IQ study of 48,012 managers and employees discovered that typical performance appraisals are thoroughly disliked (for example, only 6% of CEOs think performance appraisals are useful).

But there are 5 key leverage points that radically improve performance reviews, and all can be implemented quickly and easily (at both the HR and frontline manager levels).

Our renowned research on performance management has appeared in *Fortune*, *Forbes*, *Business Week*, *HR Executive*, *Talent Management*, and more. And on this webinar, we'll show you the latest techniques for taking the pain out of performance reviews.

This 60-minute webinar called "Taking the Pain Out of Performance Reviews" will show you:

- 2 sentences that make every performance appraisal conversation more comfortable (if you say them in the first few minutes of the meeting)
- The correct order in which you should talk to high, middle and low performers

- How Transactional Analysis gets managers and employees out of the painful Parent-Child dynamic that usually defines performance reviews, and instead creates an Adult-Adult partnership full of self-awareness and positive coaching
- What 3 pieces of information need to be in EVERY performance appraisal conversation
- The correct order in which you should discuss performance, money and goals (so you keep employees' attention throughout the entire conversation)
- How to accurately evaluate remote employees
- How to evaluate employees with much more experience than you
- Conduct Self-Appraisals without causing rating inflation or big discrepancies
- 3-part script to make this a truly motivating conversation for high and middle performers
- What to say when low performers strongly challenge their evaluation
- How to use Word Pictures to clearly and honestly delineate the level of performance you expect and how the employee currently measures against those expectations
- 4 questions that should appear in EVERY employee development plan and goal-setting exercise that encourages them to take ownership of their own career and goals