

Do Your Performance Evaluations Need Improvement?

Albert Foster MHR President | CEO www.ExpressEvaluations.com



Performance Evaluations.....



BUT BEFORE WE START.....



Why should you listen to me?



I want to tell you a story...



What Employees Actually Want





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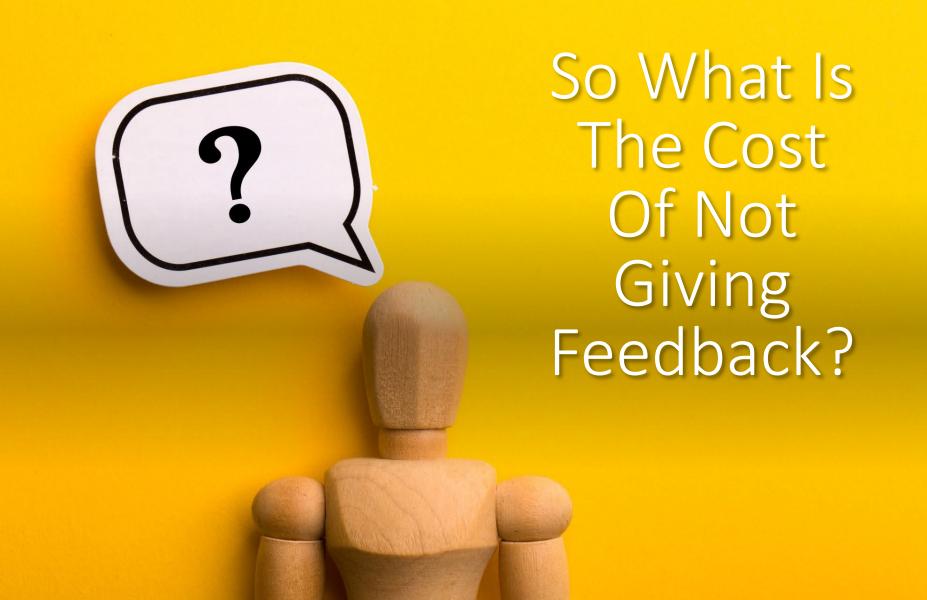




Need More Of A Challenge	Seeking Better 6 Management	Live Somewhere Else
Higher Salary 2	More Feedback 7	Conflicted With Workplace Policies 12
Feeling 3 Uninspired	Career 8 Advancement	Essential Functions 13 Have Changed
Wanting To 4 Feel Valued	More Financially 9 Secure Company	Clearer Company 14 Vision
Work Life 5 Balance	More 10 Independence	More 15 Recognition
	Different Work 16 Environment	

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Work Life 5 Balance	More 10 Independence	More Recognition	E



When we avoid difficult conversations, we trade short-term discomfort for long-term dysfunction

Peter Bromberg

We can either have a painful end

Or endless pain

Albert Foster



SIMON SINEK ON ENGAGING EMPLOYEES





- 1) Optimal Aerodynamics
- 2) To Fit in the Hangars

- 3) Roman Chariots
- 4) Egyptian Mathematics







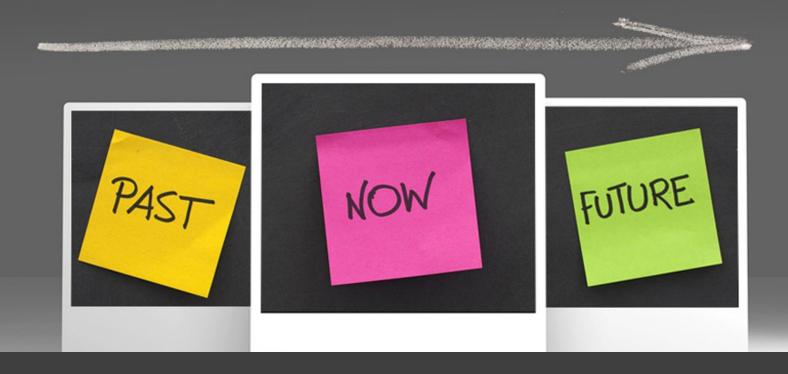






Stay Interviews

Retention Strategies with Current Employees





What oppower in a manage of the control of the cont



I expect to be here in two years

- 5 Strongly Agree
- 4 Somewhat Agree
- 3 Neither Agree nor Disagree
- 2 Somewhat Disagree
- 1 Strongly Disagree

This (03/01/2023) Period Average **3.9**

Last (02/01/2023) Period Average 5 Change Since Last Period -28.2%



My manager respects me as a person

- 5 Strongly Agree
- 4 Somewhat Agree
- 3 Neither Agree nor Disagree
- 2 Somewhat Disagree
- 1 Strongly Disagree

This (03/01/2023) Period Average

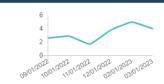
4

Last (02/01/2023) Period Average 5 Change Since Last Period -25%

Change Since

Last Period

-25%



I have all of the required resources to do a great job each day

- 5 Strongly Agree
- 4 Somewhat Agree
- 3 Neither Agree nor Disagree
- 2 Somewhat Disagree
- 1 Strongly Disagree

This (03/01/2023) Period Average 4

Last (02/01/2023) Period Average 5



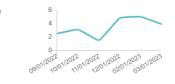
The vibe of the office is positive and uplifting

- 5 Strongly Agree
- 4 Somewhat Agree
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This (03/01/2023) Period Average **3.9** Last (02/01/2023) Period Average

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Change Since Last Period -28.2%



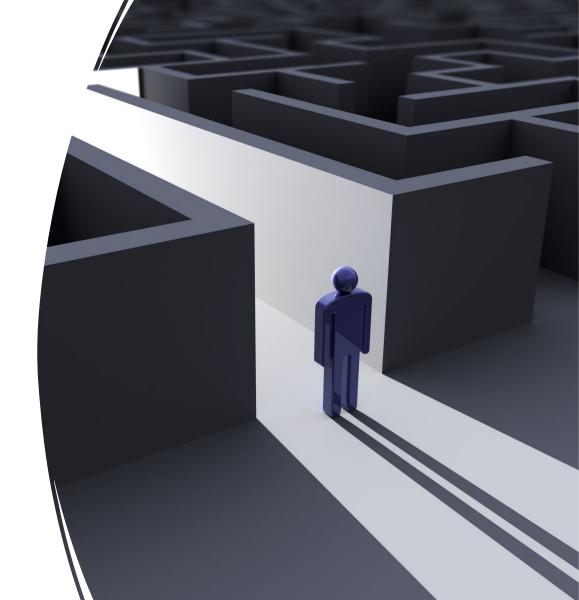


A few notable numbers about evaluations

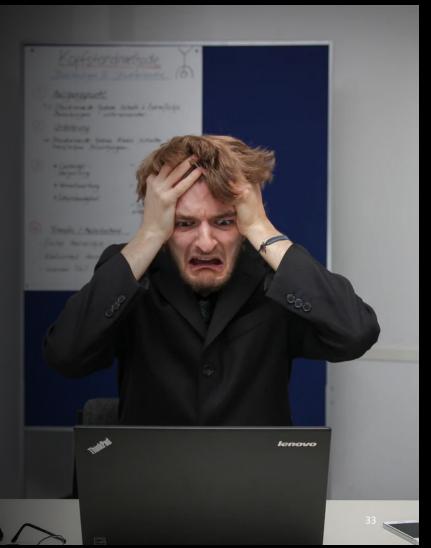


Addressing the stigma around evaluations...

- Used to terminate people
- They feel scary
- Used to simply check a box and don't have real value



Common Difficulties with Evaluation Processes





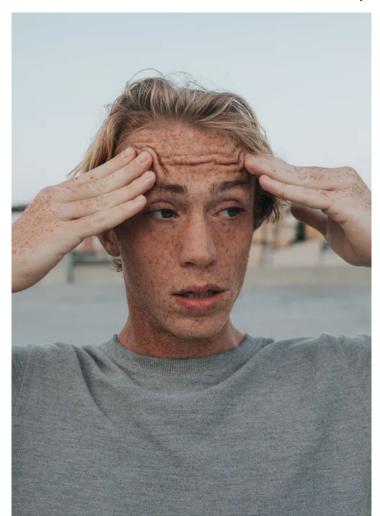
Evaluations are time consuming!







A few reasons employees can dislike evaluations



- Feedback isn't relevant to their current role
- Career Aspirations are not addressed
- Feedback delivery is informal
- Results seem arbitrary and ambiguous
- It's a hot topic and then fades away



Let's flip the script

Employee evaluations are an *incredibly* underutilized retention tool

TECHNICAL PERFORMANCE ASSESSMENT JOB COMPETENCIES

ASSESSMENT RATING SCALE

- (I) Improvement Needed: Skill or knowledge is often below the basic requirements for the job.
- (M) Meets Expectations: Consistently demonstrates skill or knowledge in these areas.
- **(O) Outstanding:** Performs with mastery or as an expert in most situations.
- (N/A) Not Applicable: Does not apply to current job responsibilities.

	EMPLOYEE PERFORMANCE REVIEW	RATING
1.	Accountability: Meets attendance and punctuality guidelines. Follows instructions and completes tasks	
	independently. Takes responsibility for own actions and can be depended on to deliver results.	
1.	Customer Service: Develops and maintains positive internal and external customer/citizen relationships. Is able to	
	see the impact of products and services from a customer/citizen perspective; is proactive in addressing problems and	
	issues.	
1.	Efficiency: Makes effective use of time and resources; can see possibilities and develop better ways of doing things;	
	effectively involves others in delivering results.	
1.	Initiative: Takes independent action within his/her scope of responsibility and makes decisions based on appropriate	
	analysis, knowledge and judgment. Looks for opportunities for innovation and improvement and is receptive to new	
	ideas and information.	
1.	Integrity: Acts in ways that support honesty and upfront dealings with others; keeps commitments; communicates	
	openly and directly; does not misrepresent facts; accepts responsibility for own actions.	
1.	Interpersonal Skills: Understands others' perceptions; relates well to different personal styles; shows consideration	
	for the feelings and well-being of others; builds constructive relationships; is at ease in a range of social situations.	
1.	Team Support: Works productively as a member of an internal team or work group and focuses on maintaining	
	positive, long-term relationships. Supports information sharing and collaboration; provides encouragement and	
	recognition of team success.	
	SUMMARY COMMENTS	
Area(s) of strength:	
Araali	s) for improvement or development:	
Area	s) for improvement or development.	



Best Practice

- 1) Core Values
- 2) Employee Self Review & Feedback
- 3) Manager Review & Feedback
- 4) Future and Past Goals
- 5) Comments

Core Values



Job Knowledge

Integrity

Respect

Compassion

Accountability

Community Focus

Enthusiasm

Adaptability

Quality Focus

Problem Solving

Achievement/Productivity

Interpersonal Skills

Teamwork

Attendance and Punctuality

Communication Skills

Cooperation and Collaboration

Time Management

Leadership and Delegation Skills

Innovation

Dependability

Core Values





"Our mission is to enhance people's lives by providing a high-quality fitness experience in a welcoming, non-intimidating environment, which we call the Judgement Free Zone, where anyone – and we mean anyone – can feel they belong."

Core Values





We need to fire Bob...

Scoring



Exceeds Expectations

Meets Expectations

Approaching Expectations

Needs Improvement

Exceeds Expectations

Meets Expectations

Needs Improvement

Greatly Exceeds ExpectationsExceeds ExpectationsMeets ExpectationsApproaching ExpectationsNeeds Improvement



LEADERSHIP



Getting Out of the Box

THE

ARBINGER INSTITUTE

Australia of The Asserting of Passes and The Outstand Mindret

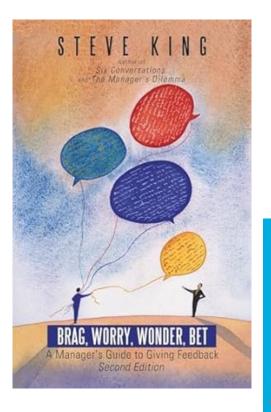
by the authors of the international bestseller

Leadership and Self-Deception

THE
OUTWARD
MINDSET
Seeing beyond ourselves

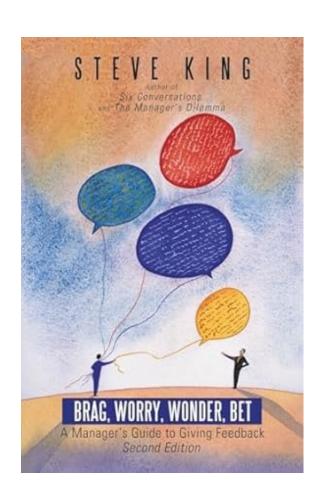
HOW TO CHANGE LIVES & TRANSFORM ORGANIZATIONS

The Arbinger Institute









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Worry

Wonder

Bet

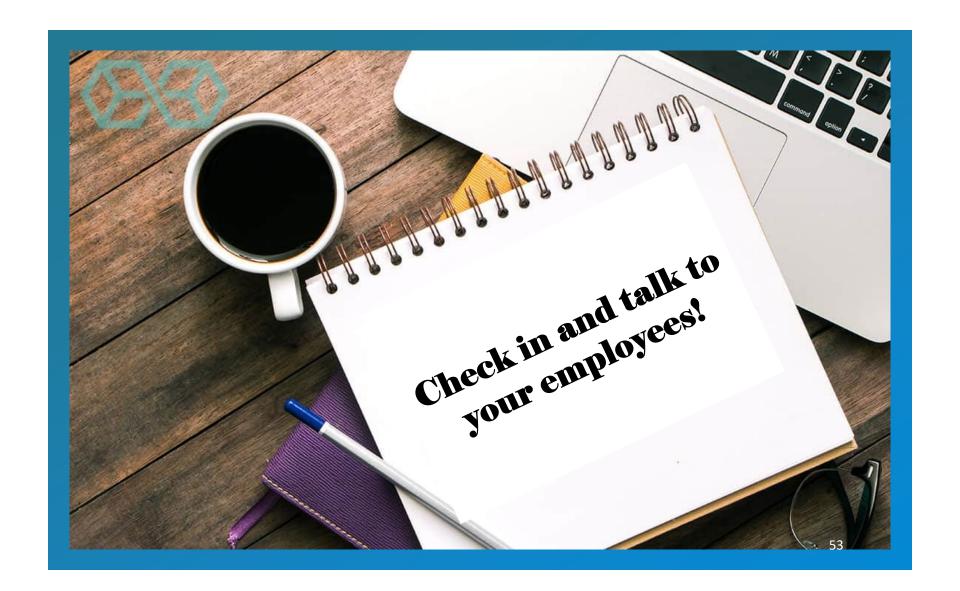








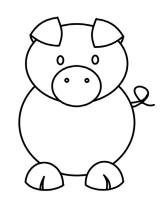


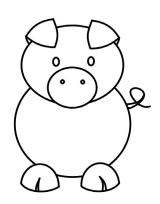


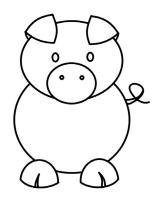


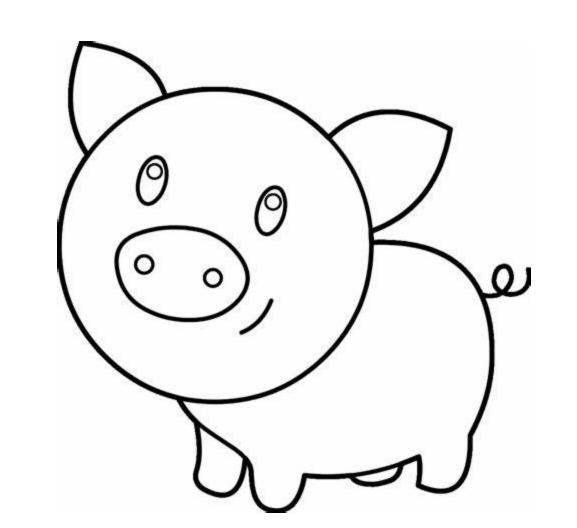
It's not 1990

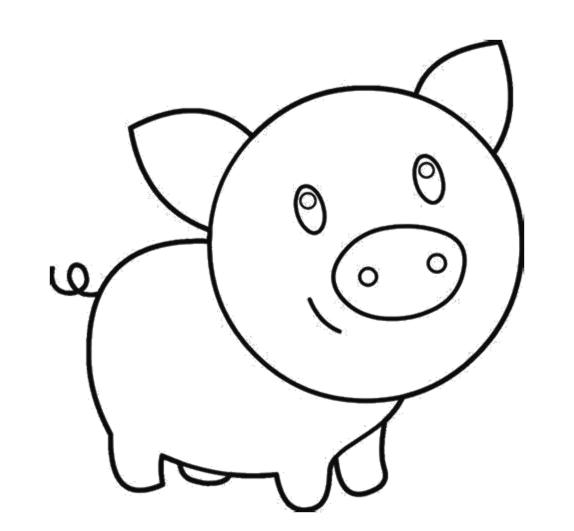
This little piggy

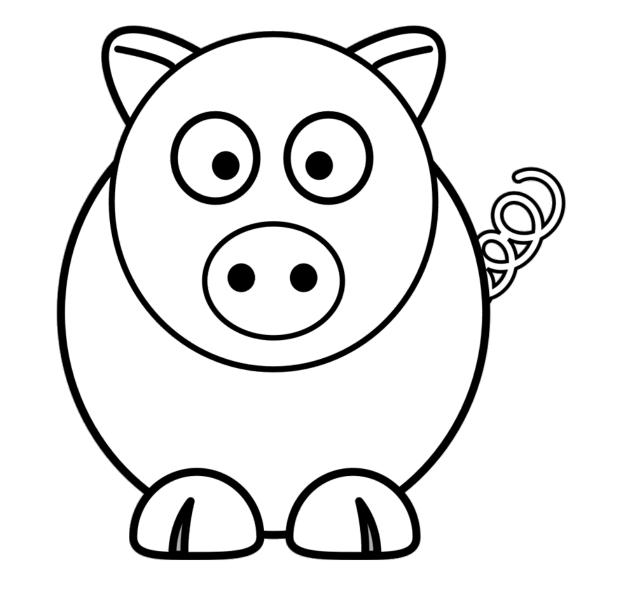


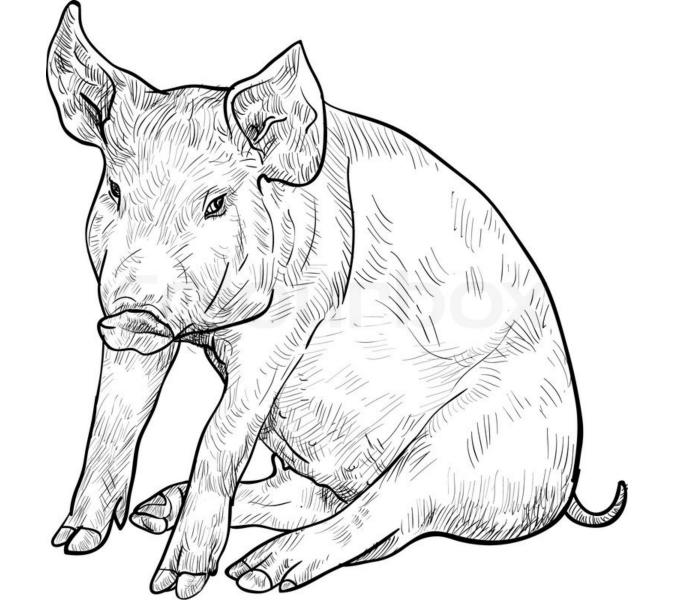


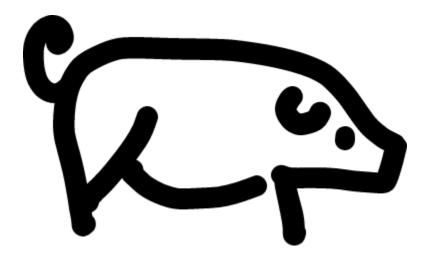


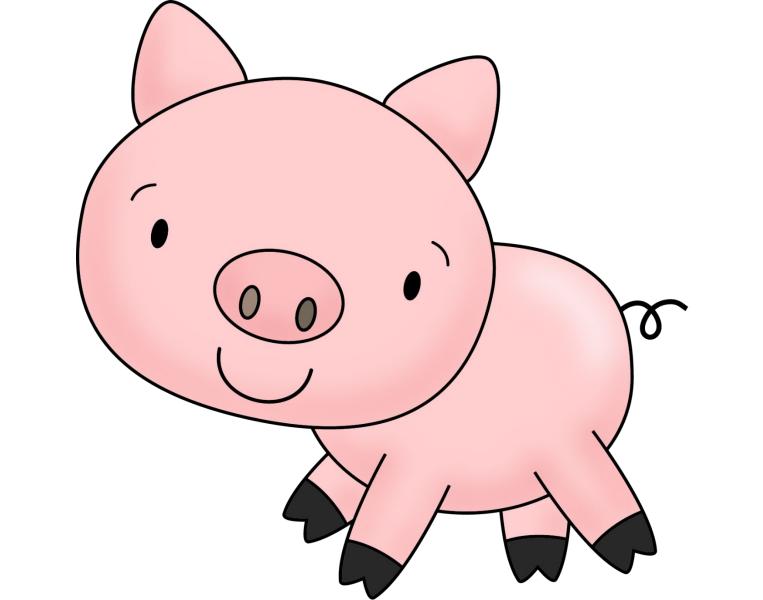


















Thank You

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