

Improving Performance Feedback

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**Are you motivated
by performance reviews?**

A Typical Timeline



I've noticed that performance reviews can cause...

- Objectives and goals to be forgotten
- Disruption for team members and managers
- Anxiety
- De-motivation
- Are not very “agile”

Feedback is better when it's timely

**121's are better
when everyone
prepares for them**

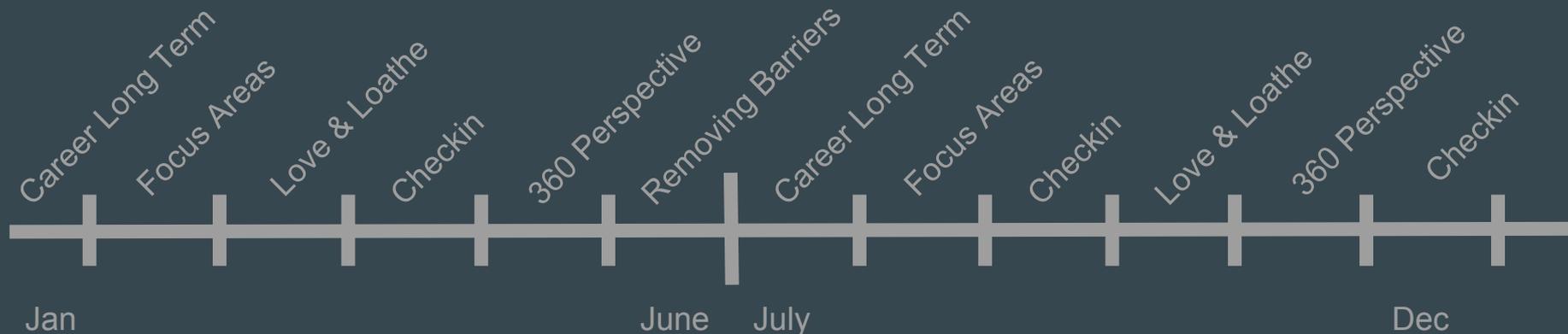
Improving Performance Feedback

What we changed (with a lot of inspiration from Atlassian)

- Monthly, aligned, themed check-in sessions between team member and their manager
- Short term objectives
- A performance score every month rather than twice a year
- Team members scored themselves before the sessions

Timely, bite sized, chunks for performance feedback

Timeline



Thanks!



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