**Performance Review Coaching Script**

**Scenario: Underperformance in Meeting Deadlines and Code Review Quality**

Hello \[Team Member], thank you for finding some time to meet me today. I have been looking forward to inquiring about your current involvement in sprints. I have observed that a couple of deadlines were not met, and several pull requests still require several revisions. First, I would like to acknowledge your commitment, as your expertise and knowledge are highly valued by the team (Dinh et al., 2021). It is another chance to learn and analyze. We can identify what is contributing to your current performance, such as workload, the difficulty of the work, unclear expectations, or external factors. I am not trying to judge you; I am trying to help you. We can collaborate on a strategy that involves enhanced scoping, technical mentorship, or pairing up with a teammate (Mullen & Klimaitis, 2021). we should set clear targets for the next sprint and come back. You can improve, recover, and do well with the help of support..

**References**

Dinh, J. V., Reyes, D. L., Kayga, L., Lindgren, C., Feitosa, J., & Salas, E. (2021). Developing team trust: Leader insights for virtual settings. *Organizational Dynamics*, *50*(1), 100846. <https://www.sciencedirect.com/science/article/am/pii/S0090261621000218>

Mullen, C. A., & Klimaitis, C. C. (2021). Defining mentoring: a literature review of issues, types, and applications. *Annals of the New York Academy of Sciences*, *1483*(1), 19-35. <https://nyaspubs.onlinelibrary.wiley.com/doi/abs/10.1111/nyas.14176>