**What happens during performance review**

* **Myth : Performance review is a way to improve employees performance**

Greatest myth about performance review is to believe that performance review improves performance of an employees . I had spent lot of time writing very detailed goals helping them to understand my high level expectations . Most of the times these are completely ignored or taken for granted . Years of research has shown that there is only way to increase performance of an employee - **Feedback Cycles** (Clear targets , Recognition , Supportive Feedback)

My presentation will talk in detail about below questions

What is the difference between feedback cycles and performance reviews ?

What happens if you don't come out of this myth ?

If performance is not improved because of performance review then why should I have performance reviews ?

**References:**

[**One Minute Manager - Johnson Spencer**](http://www.amazon.com/New-One-Minute-Manager/dp/0062367544/ref=sr_1_1?s=books&ie=UTF8&qid=1455914357&sr=1-1&keywords=one+minute+manager)

[**13 Management practices that waste time and money**](http://www.amazon.com/Management-Practices-Waste-Money-instead/dp/093710017X/ref=sr_1_1?ie=UTF8&qid=1455914460&sr=8-1&keywords=management+practices+that+waste+time)

[**http://articles.economictimes.indiatimes.com/2016-02-03/news/70313800\_1\_ibm-india-appraisal-system-virginia-rometty**](http://articles.economictimes.indiatimes.com/2016-02-03/news/70313800_1_ibm-india-appraisal-system-virginia-rometty)

* **Performance reviews causes deep emotional pain leading to employees disengagement**

One of the thumb rules in managing work force is to lose poor performers constantly . If you can't do this then you will lose in the battle of war for talent. Performance review is a way to create deep emotional pain to poor performers to get rid of them.

What about good performers feeling emotional pain ?

Yes it is true that lot of good performers fell emotional pain during performance review . There are two ways to get rid of this emotional pain -

1. Never distribute your employees on 5 point scale . Research has shown there are 3 types of performers in work environment and not 5 types - Hyper performers , Good Performers , Poor performers ( I will talk more about research on this in my presentation )
2. Avoid negative feedback during performance review and have it during feedback cycles

* **Follow expert advice on Pay for performance rules**

**<<More on it during my presentation>>**