This week's discussion is designed to allow you to think critically about employee performance reviews through your own experiences with being evaluated.  Please respond to the following prompt and reply to at least one other student's response.

* Think of a comment (positive or negative) you were given as an employee in an annual evaluation.  Having learned the material in this module, put yourself in the role of your supervisor. How would you now provide this feedback constructively?

Please click the "Module 10 Discussion" link to participate in this week's discussion.

Performance reviews in my organization are generally pretty relaxed. My organization does not use a grading system as described in the lectures, so we avoid the sticky situation of disagreement on performance grades (with the downside that this can make the salary discussions more opaque).

Generally my feedback from managers has been positive, and I have not received much negative feedback. Sometimes this can be good; hearing that you are doing well is typically good. However, without some more constructive criticism it can be difficult to identify areas where more growth is warranted. Personally, I would prefer if my managers would take a critical look at my skills (technical and soft skills) and give me areas that I can improve on. Given targeted, actionable goals to work toward and focus on, I think, would help me to grow as an employee.

So, in short, while it is nice to hear that I am performing generally well, having a few things to work on (presented in a constructive fashion, preferably) would likely be good for my development as an employee.