Evidence-Based Debiasing Strategies for Performance Reviews

Structured evaluation approaches:
1. Define clear performance criteria before reviews
2. Use rating scales with behavioral anchors
3. Require documentation of specific examples
4. Separate performance discussion from rating assignment

Language best practices:
- Replace personality traits with behavioral descriptions
- Use active voice with specific subjects
- Include quantifiable metrics where possible
- Balance positive and developmental feedback

Legal compliance:
- Ensure consistency across similar roles
- Document decision-making process
- Provide clear rationale for ratings
- Enable meaningful employee response

Review calibration:
- Compare ratings across evaluators
- Identify systematic disparities
- Adjust for rater bias patterns
- Ensure equity in rating distributions

Training recommendations:
- Annual bias awareness training
- Case study review of problematic language
- Practice with standardized scenarios
- Ongoing feedback on review quality