

Reimagining Performance Reviews: Turning Dreaded into Dynamic

Summary: Performance reviews don't have to be a dreaded checkbox exercise. When done well, they're part of a **continuous performance culture**—a rhythm of timely, skillful conversations that drive growth, engagement, and trust.

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Reimagining Performance Reviews: Turning Dreaded into Dynamic

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500,000+ learners | 2,600+ innovative companies

Training for managers, senior leaders, and teams at amazing places like:

Dropbox Lyft Cisco Slack Zoom
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After 3 months:
100%
of learners said they were using new skills they had learned.

95%
of learners' managers said they still saw a positive impact.

70+
We earn a world-class NPS score from our clients

Make recognition your team's most powerful performance tool.

See how with Bonustly →

1:1 with Aditya

Future focus

Goal: Strengthen my role as a mentor

1:1 related

How are you doing this week?

I've been feeling stretched this week. Meetings have taken over my calendar, and I haven't had much time for client work. Also, I...

It's pretty good this week! Things are moving forward, and I've been able to focus on some key priorities. Thanks for your feedback.

Shared discussion notes

What's something good or challenging/happening this week?

Growth and career check-in

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Legacy performance processes are ineffective

98%
of CHROs **don't believe** performance management actually works
Fortune

95%
of managers are **dissatisfied** with performance management processes
Gallup

14%
of employees strongly agree their performance reviews **inspire them to improve**
Gallup

1/3
of the time, traditional performance reviews and approaches to feedback are often so bad that they actually **make performance worse**
Gallup

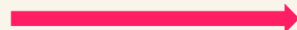
Changing Demands of the Workforce

The past



- My Paycheck
- My Satisfaction
- My Boss
- My Annual Review
- My Weaknesses
- My Job

Our future



- My Purpose
- My Development
- My Coach
- My Ongoing Conversations
- My Strengths
- My Life



Source: Gallup

When managers check in regularly and coach along the way, performance gets built into the flow of work — and the **review becomes a simple recap.**



The success of review cycles is measured not by completion rates, but by **impact on engagement, equity, and performance.**



Your feedback

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