

Introducing

BIG 5 ... a simple & innovative performance review process!

We appreciate the valuable input that the old process was time consuming & inefficient, so we're trying something new. Thank you for your feedback!

DETAILS OF BIG 5

WHEN:

BEGINNING JANUARY 1, 2019, THE CURRENT ANNUAL PERFORMANCE REVIEW PROCESS WILL END AND BIG 5 WILL BEGIN.

How:

THROUGH REGULARLY SCHEDULED 1:1 MEETINGS (MINIMALLY EVERY 3 MONTHS), EMPLOYEES AND MANAGERS WILL DISCUSS & DOCUMENT THE TWO BIG 5 QUESTIONS.

WHAT:

BIG 5 ASKS EMPLOYEES AND MANAGERS TO FOCUS ON TWO QUESTIONS:

- 1) WHAT ARE YOUR FIVE MOST SIGNIFICANT ACCOMPLISHMENTS SINCE OUR LAST MEETING?
- 2) WHAT ARE YOUR FIVE BIGGEST GOALS UNTIL NEXT TIME?

WHY BIG 5 & WHAT'S IN IT FOR ME?

SOME ADVANTAGES OF BIG 5 ARE THAT IT MIRRORS THE TO-DO LISTS MOST EMPLOYEES ALREADY MAKE, AND IT PROVIDES A FREQUENT PLATFORM FOR EMPLOYEES TO DISCUSS THEIR ACCOMPLISHMENTS AND CONTRIBUTIONS. SINCE BIG 5 CONVERSATIONS TAKE PLACE SO MUCH MORE OFTEN THAN EVERY 12 MONTHS, THE FOCUS ON THE PRESENT AND THE IMMEDIATE FUTURE (NOT DISTANT PAST AS IN TRADITIONAL ANNUAL REVIEWS), THE TIME INVESTED IN DISCUSSING PERFORMANCE IS FAR MORE LIKELY TO EFFECTIVELY AID IN AN EMPLOYEE'S SUCCESS.