

# assessing the ills

## the case for transforming the review

This checklist is a useful starting point to assess and discuss the current feedback / performance review practices in your organisation. Where items are identified as 'somewhat' or 'yes' there are opportunities for improvement.

check these ills in your business.....	yes	somewhat	no
1. The performance review process is too bureaucratic / detailed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Reviews are often done poorly by managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. There is too much reliance on the performance review as a source of feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Reviews tend to have feedback only going one way	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. The rating system is supposed to be objective but it isn't	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. The purpose of the review is unclear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. People get surprises at their reviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. The review damages relationships between leaders and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Staff have become disengaged because of what happened with their review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. The review is ridiculed as a waste of time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### notes / reflection

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The curethereview™ framework offers lots of tips, tools and tactics to transform the performance review from an administrative process to powerful performance conversations