

HOW TO RUN A PERFORMANCE REVIEW THAT ACTUALLY INSPIRES PEOPLE



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The Pain

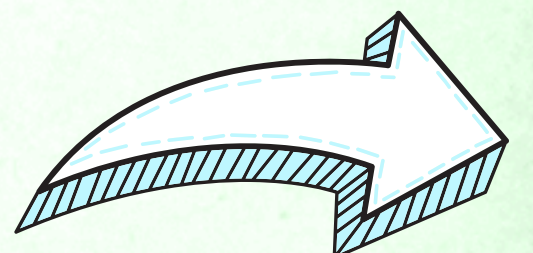


We've all been in that review.

The one that feels like a checklist.

Polite smiles. Zero growth.

You both leave thinking, "What was the point?"



The Real Cost of Bad Performance Reviews

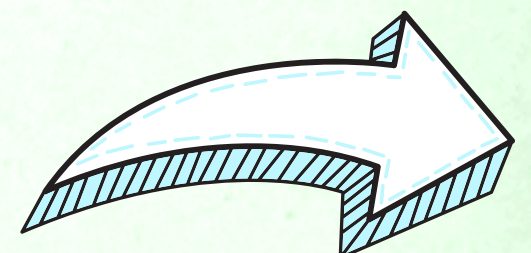


Performance reviews in a 10,000-person company waste **\$2.4-35 million** in lost working hours annually.

Only 14% of employees strongly agree reviews inspire them to improve.
[Gallup]

Reviews actually **DECREASE** performance one-third of the time.
[HBR]

The difference? Leaders who understand this ->





The Shift

Stop thinking:

"How do I judge their performance?"

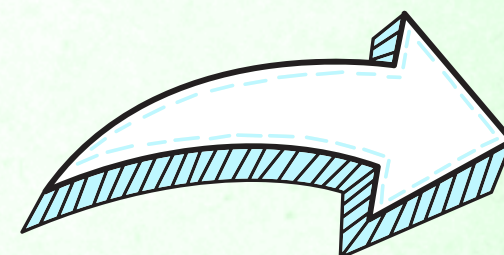
Start thinking:

"How do I unlock their potential?"

Performance reviews aren't about judging.

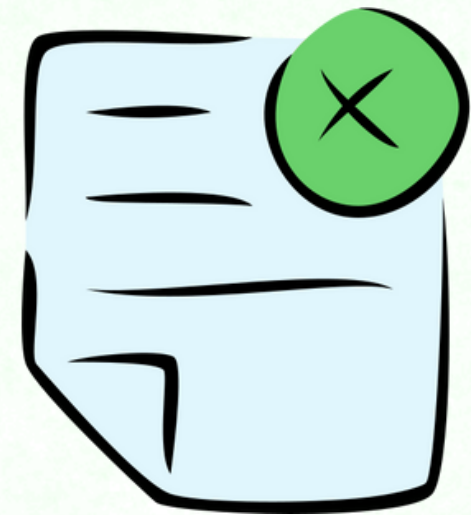
They are about helping people:

- ✓ See their strengths clearly
- ✓ Understand what's next
- ✓ Feel proud of their progress



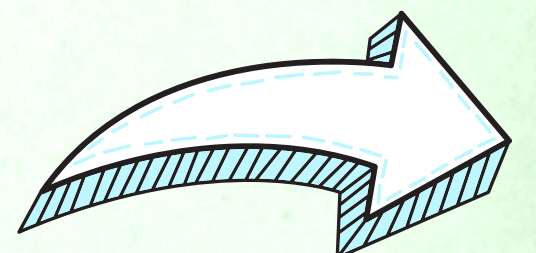
Step 1:

**Prepare properly
don't just show
up with a form.**



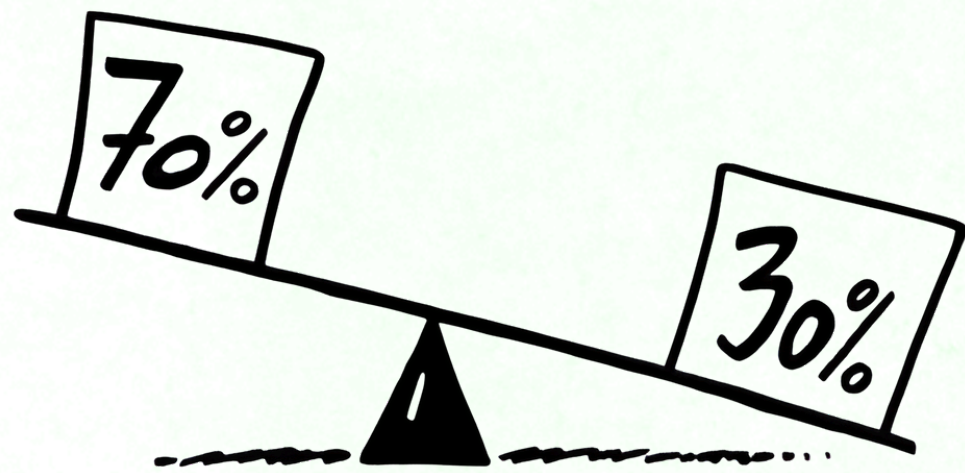
- ✓ Review goals, projects, and feedback from others.
- ✓ Ask your team member to reflect on their year - what worked, what didn't.
- ✓ Decide what this meeting is for: **growth? recognition? problem-solving?**

A good review starts long before the meeting.



Step 2:

Use the 70/30 Rule



70% them talking. 30% you.

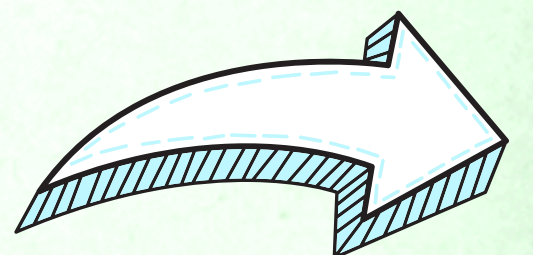
Ask these power questions:

"What work made you lose track of time?"

"When did you feel underutilized?"

"What would you change if you were me?"

Then shut up and take notes.



Step 3:

Give feedback that lands



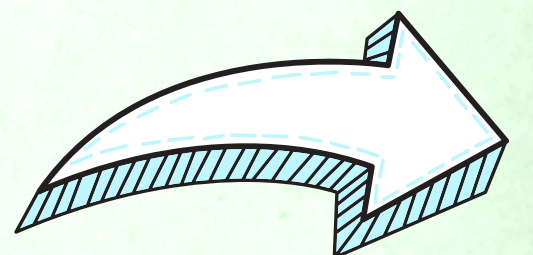
Avoid “You need to improve communication.”

Say, “In meetings, I noticed your updates are clear but sometimes too detailed. Try leading with the key outcome first.”

Specific.

Kind.

Actionable.



Step 4:



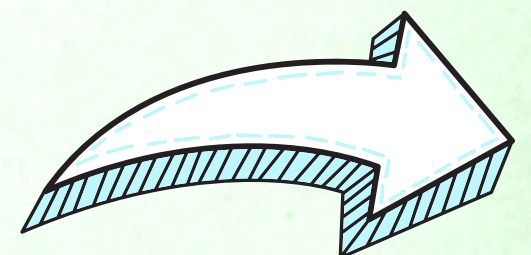
The growth path they can actually see

59% of employees feel they receive no meaningful feedback.

So, stop with vague "**development plans.**" Show them:

- Exactly what skills they need for the next level
- Which projects will build those skills
- Who can mentor them
- Timeline with milestones

Document everything and revisit it in check-ins. Because growth isn't an annual event - it's ongoing.



The “Controversial” Suggestion



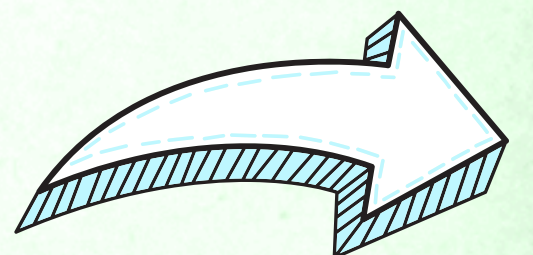
Kill the annual review!

Real leaders have these
conversations **every 4-6 weeks.**

Weekly feedback makes employees:

- 5.2x more likely to receive meaningful feedback
- 3.2x more likely to be motivated
- 2.7x more likely to be engaged

[Gallup]



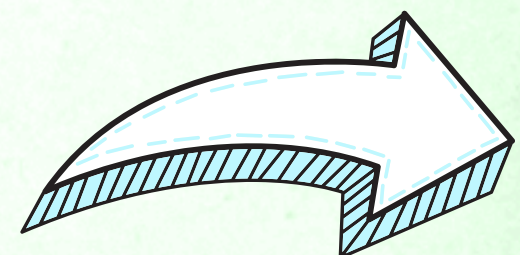
The ROI of getting the performance reviews right



Engaged teams show:

- **23% higher profitability**
- **18% higher productivity (sales)**
- **12% better customer metrics**
- **87% less likely to leave**

[Gallup]



Your next review



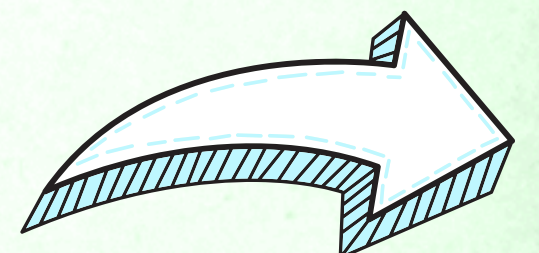
Before your next review, ask yourself:

"Will this person leave feeling more capable or more judged?"

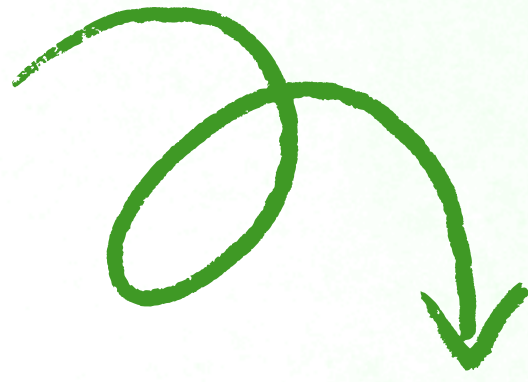
Remember: 50% of employees have left a job to get away from their manager.

[Gallup]

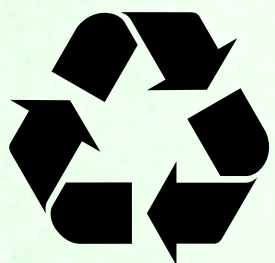
**Real leaders build people.
Everything else is just paperwork.**



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review season.



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who needs to hear
this.

