Better performance management: scoresheet

Questions: What is the effect on performance of: QUESTION 1: Fair and accurate informal feedback? QUESTION 2: The manager making frequent changes to employees' projects? QUESTION 3: Formal reviews with the emphasis on performance weaknesses? QUESTION 4: Formal reviews with the emphasis on performance strengths? QUESTION 5: Regular informal feedback with the emphasis on weaknesses? **Answers:** QUESTION 1: Fair and accurate informal feedback? -50 % 0 +50% % decrease % increase In performance In performance QUESTION 2: The manager making frequent changes to employees' projects? -50 % +50% % decrease % increase In performance In performance QUESTION 3: Formal reviews with the emphasis on performance weaknesses? -50 % 0 +50% % decrease % increase In performance In performance QUESTION 4: Formal reviews with the emphasis on performance strengths? -50 % +50% % decrease % increase In performance In performance QUESTION 5: Regular informal feedback with the emphasis on weaknesses? -50 % +50% % decrease % increase In performance In performance