



Business View: Making the Most of Employee Evaluations

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Everyone wants happy, productive employees. Most supervisors dread employee evaluation time. But, when it's done right, it doesn't have to be painful for anyone. Here are a few tips to maximize employee productivity and morale, while ensuring professional growth.

Feedback on performance is important. Employees want to know how they are doing, and how they can improve. Feedback should be given all year long, not saved up for evaluation day. If you are constantly coaching your employees, you are giving them the opportunity to improve before formal evaluations. Compliment employees when they do something great. If they know you are pleased with their performance, they will want to repeat that. Don't remain silent when something is not correctly done. Constructive criticism is as important as positive reinforcement.

You can read the full article on page 26 of Business View's current issue.