Catalytic Coaching and traditional evaluations are worlds apart where it matters — in their content and processes, and in how people feel about them.

-- GARY MARKLE

To set the stage for true performance improvement, stop evaluating and start coaching.

-- GARY MARKLE

Managers at Top Workplaces adopt a coach mindset. It’s reflected in how their employees feel about them. It’s also more productive than the employee-manager relationships I’ve seen at average organizations.

-- GARY MARKLE

Catalytic Coaching aligns your employees’ goals with the goals of the organization to create that winning culture you need to succeed. Top Workplaces leaders know Catalytic Coaching works. It will work for you, too.

-- GARY MARKLE

Gary Markle is an expert on coaching — especially in the business world, and specifically in the world of performance reviews. You can find a lot of his insights in his Amazon bestseller, Catalytic Coaching: The End of the Performance Review. Here, Gary explains why traditional performance evaluations don’t cut the mustard and offers six best practices for a coaching system that works.

Many employees dread them, the rest don’t really care for them.

Managers think performance evaluations are a burden.

Senior leaders wonder if the process makes any sense.

Legal experts say forms work against the organization.

Most important, no one really thinks they do what they’re supposed to do: manage and improve performance.

My manager cares about my concerns.

My manager makes it easier to do my job well.

My manager helps me learn and grow.

Place the individual at the center of the conversation.

Set the groundwork for more productive conversations between managers and their direct reports.

Coach to drive improvement.

Today’s best managers adopt a coaching mindset: They develop performance through open communication, trust, and coaching.

Keep it simple.

Performance management approaches are only as effective as the dialogue in and around the process.

Align personal and organizational goals.

The best cultures align employee ambitions and organizational goals.

Focus on the future.

Also assume a supportive role, rather than an assessment one.

Get the right people in the right roles.

Foster conversations to identify future leaders sooner based on strengths and passions.

The 5 biggest complaints about traditional performance reviews

Traditional performance evaluations don’t work.

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