

Giving Purpose to Performance Reviews



The Missing Link

Studies show that traditional, annual performance reviews do little to increase employee motivation or company growth.

To be engaged and productive, employees need to tie feedback to both short term (current performance) and long term (career development) goals. Most performance review programs stop short of this key component of the performance continuum – career development.

CareerNavigator™, a signature PeopleThink™ program, provides the missing link. Designed to connect with and enhance existing Performance Review programs, CareerNavigator provides organizations with a proven, comprehensive career planning process that puts the “purpose” back in performance reviews.

Ready to get started? Call PeopleThink today.

Benefits: CareerNavigator™

- Is future-focused, which is more inspiring and motivating to employees (less like a report card)
- Involves developing strengths, as well as improving development areas
- Provides the opportunity to align individual goals with company goals so employees understand how they directly impact the success of the company
- Gives a foundation for succession planning and contributes to retaining top talent
- Provides an opportunity for ongoing communication between employee and manager as manager becomes a “coach” for the employee’s career plan
- Reduces turnover because employees can visualize a “career” with the company vs. just a “job”

CareerNavigator™ is based on 3 essential career steps:

1. **Taking Inventory**—what are your skills, natural talents, strengths, achievements and gaps?
2. **Creating You**—what are your short term and long term career goals and how do they align with the company goals?
3. **Developing the Plan**—what are the specific actions you will take to build on strengths and address development areas, and to achieve your short term and long term career goals?

CareerNavigator™

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