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with teams and stakeholdersFound innovative solutions to customer issuesProvided real-time feedback for continuous improvementEnsured effective use of communication channelsThese metrics help assess leadership, execution, and problem-solving within project management.6. CommunicationThe way an employee enables effective two-way communication with the manager and peers is vital to have a productive work environment and relationship.It is essential to consider this category as a metric to encourage people to communicate more effectively.Below are a few metrics for communication:Communicate Effectively drive open and transparent communication.Facilitate two-way interaction between the team and the leadership.Cascade information in a timely manner.Document discussion in a detailed manner.Enable brainstorming and sharing of ideas within the team.Use the available channels of communication optimally.7. TimelinessAdhering to timelines is a golden rule for all functions with tasks whose deliveries are entirely dependent on the employees. Even for other parts, having value for time is essential to work effectively - like being timely during sales meetings, demos, or client calls.Below are a few timeliness metrics:Maintain focus on timelines.Consistent in timely delivery.Respect others' time.Maintains schedules.Optimal utilization of time.Prioritize and pick up assignments.Well planned day to own additional responsibilities.8. CredibilityMost importantly, displaying credibility is critical to maintaining brand trust and equity for client-facing functions and others. For nurturing a healthy organizational culture, values that show credibility need to be encouraged to put into action.Below are a few credibility metrics:Display values in action.Work with integrity and discipline.Strengthened relationships with client and internal stakeholders.9. Leadership/People ManagementEffective leadership fosters a supportive work environment and enhances team performance. Key leadership metrics include:Lead by example and drive the team with focusBalance people management and processes effectivelyEncourage learning, mentorship, and career growthMaintain composure in critical situationsFoster strong relationships with internal stakeholdersDefine clear KRAs aligned with organizational goalsRecognize and reward employee contributions on timeDelegate effectively while maintaining accountabilityLeverage team strengths and share creditCommunicate proactively and engage in team-building activitiesStrong leadership ensures a motivated workforce and a high-performing team.10. InnovationCritical for organizations to remain agile, relevant, and responsive to the market environment, employees need to innovate. Including innovation as a performance metric encourages employees to disrupt processes and products.Below are a few innovation metrics:Focuses on finding innovative ways for problem-solving.The disruptive approach is enabled in certain areas.That was a clever way of assisting the client.Drives innovative thinking.Has done great in creating awareness around innovation and sustenance.Has been a major contributor to the idea portal.11. Self-learning & personal excellenceThe extent to which the employee is independent in acquiring new skills and knowledge signifies how engaged and motivated the employee is to excel in their role. The personal excellence metric helps include learning as an essential priority for employees.Below are a few self-learning and personal excellence metrics:Completed X% of the laid down learning target.Promotes the learning culture.Took up mentoring/job shadowing initiative.Completed additional responsibilities assigned.Display capabilities of higher duties.Show potential for critical deliveries.Enhancing knowledge as per organization requirements.12. Solution-orientedAre employees actively seeking to solve problems for internal and external customers? This solution orientation is vital for the business to create real value for their buyers.Below are a few metrics on this front:Focus on resolving the matter.Approaches a problem with a solution mindset.Analyze a situation for possible solutions.Perform detailed Root cause analysis.Guides the team in crisis.13. Going beyond the call of dutyOrganizations need their employees to exhibit exceptional organizational citizenship behavior (OCB). If they are always ready to go beyond their call of duty, it indicates that they are working at their highest potential.It is essential to add these behaviors as a performance indicator to encourage them.Below are a few metrics that relate to OCB:Successfully deliver delegated tasks.Took up additional responsibilities.Live organization values.Contribute towards the organization's objectives.Help others achieve their goals.Participate in organization-level initiatives.Collaborate and execute with ease.It aims at continuous learning and improvement.Share ideas with others.Make performance reviews more meaningful with EmpulsEffective employee performance reviews are essential for fostering growth and enhancing productivity. Empuls offers tools to streamline and enrich this process, ensuring comprehensive and insightful evaluations.Gather comprehensive feedback Utilize Empuls' 360 feedback surveys to collect input from managers, peers, and subordinates, providing a well-rounded view of an employee's performance.Leverage data-driven insights Empuls' HR People Analytics delivers in-depth employee engagement and performance metrics analyses, enabling informed decision-making during evaluations.Monitor engagement levels: Implement pulse surveys to regularly assess employee sentiment, allowing for timely interventions and support to maintain high performance.Integrating Empuls into your performance review process ensures evaluations are thorough, objective, and conducive to employee development.Final wordsThe performance review phrases and performance review examples in this blog help managers provide constructive feedback while ensuring a fair and professional evaluation. Tailoring these phrases to each employee highlights strengths and areas for improvement, fostering growth and engagement.However, some employees may not align with the organization's goals, and a structured performance review process helps identify underperformance for smother transitions.Another way to gather insights about your employees is through the employee engagement surveys feature from Empuls. The employee survey tool from Empuls was created with professionals from the Society for Human Resource Management (SHRM). It offers you real-time, intuitive, and actionable insights. It also suggests actionable solutions to address issues generating disengagement and focus on areas for improvement.So what are you waiting for? Sign up for Empuls today for a free 30-day trial to begin discovering and enjoying all of its features! Want to give your brand videos a cinematic edge? Join our visual experts and special guests for an info-packed hour of insights to elevate your next video project. Tune in on June 24 at 11amET.Register NowHow can financial brands set themselves apart through visual storytelling? Our experts explainhow.Learn MoreThe Motorsport Images Collections captures events from 1895 to todays most recentcoverage.Discover The CollectionWant to give your brand videos a cinematic edge? Join our visual experts and special guests for an info-packed hour of insights to elevate your next video project. Tune in on June 24 at 11amET.Register NowHow can financial brands set themselves apart through visual storytelling? Our experts explainhow.Learn MoreThe Motorsport Images Collections captures events from 1895 to todays most recentcoverage.Discover The Collection

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