

Personalized Performance Assessment Method Preference Questionnaire

This questionnaire is an initiative to help your leaders and teammates understand your performance management needs in the ways that benefits you the most.

- Name:
- Job Title and Department:

1. Share a performance evaluation experience at work you found valuable. How did it help elevate your performance?

2. How much importance do you give to performance evaluation? Do you think it is one of the key components for driving professional growth?

3. How often do you think there should be a formal or informal conversation between bosses and employees? Do you think communication plays a significant role in performance management?

4. How often would you like to be evaluated for performance?

5. What are some of the modifications or additions you would like to prefer in the existing performance management process? (Put a tick mark)

Schedule more meetings between individuals, teams, and department heads.	Improve the confidentiality or anonymity of evaluation techniques.
Increase the resource allocation (training - offline/online, certification courses, etc.)	Implement personalized PIP (Performance Improvement Plans).
Increase/decrease the frequency of performance assessment discussions.	Other (include details)
Use a combination of two or more performance management methods (for example, MBO with 360-degree feedback).	

6. In what kinds of settings are you comfortable receiving performance feedback - with the team or in one-on-one discussions?

7. What is your most preferred way of performance evaluation?

EVALUATION METHOD	TECHNIQUE	MY PREFERRED METHOD (1-4)
360-Degree Feedback	Taking feedback from all sources- peers, manager, subordinates	
MBO (Management by Objective)	Tracking progress against pre-defined goals	
720-Degree Feedback	In addition to sources of 360-degree feedback, taking feedback from clients or stakeholders	

Checklist Method	Rating employees based on pre-defined positive traits	
Psychological Assessment	Analyzing behavioral skills, including cognitive abilities	

8. Is there anything else you want us to know about how you like to be evaluated and acknowledged?