



## All the Reasons to Love Performance Management

By Dena Grunt – [Destination HR Consulting](#)

Whether you do performance reviews at the end of the year, the beginning of the year or on the employee's anniversary, my clients often say that writing the reviews is daunting. While I do hear you, loud and clear, I am going to ask you to shift that mindset from daunting to **thrilling!** And, here's why: Because it's good for your bottom line. Period!

Ok ... Let's go:

1. Gives employees honest feedback, even the difficult kind.
2. Holds employees accountable.
3. Opens up the lines of communication ... in ways you want (hint: safe space for honesty).
4. Allows you the opportunity to find out what truly motivates your employees (hint: everyone is different).
5. One-on-one time is priceless for employees who are not regularly provided the opportunity to talk directly with their boss.
6. Provides a space to learn that you may need an interactive process.
7. Provides opportunity to discover harassment or discrimination practices that have gone undetected.
8. Provides insight into a process that you may want to change.
9. Gives your employees goals.
10. Gives your employees a sense of accomplishment.
11. Gives your employees a path to success that you can measure, together!
12. Holds managers accountable.
13. Increases morale.
14. Decreases turnover.
15. Gives you the time ensure they are aligned with your company's goals.
16. Protects your company from poor termination practices!
17. Gives your employees the opportunity to toot their own horn and tell you what they are proud of.
18. Provides insight into your employees' long term interests and interests.
19. Gives you the opportunity to discover they "why" to a number of things if you ask the right questions.
20. Communicates to your employees that what they do for your company and how they do it matters ... greatly.

*Dena Grunt is founder of Destination HR Consulting. With over 25 years HR, OD, Coaching experience, she brings big strategy to your small business! [www.destination-hr.com](http://www.destination-hr.com) Mention this article and receive 50% off your company's HR Audit. [dena@destination-hr.com](mailto:dena@destination-hr.com)*