

# Sample performance appraisal questions and answers

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## I. Contents of getting sample performance appraisal questions and answers

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Mutual respect goes a long way toward a successful performance appraisal meeting. Employees might be nervous about the future of a small business and whether they're getting a pay raise. The boss might be nervous, too, for any number of reasons, ranging from the fact that she simply hates doing reviews to the fact that the business might be in trouble. Whatever the situation may be, the small business owner should focus on the employee's role and behaviors, not on the employee himself.

**Boss to Employee: What Are Your Goals?**

By asking an employee about his goals, a boss is likely looking for a number of things. For example, the supervisor may want information on goals the employee already reached, including how he accomplished those goals. The boss may also be trying to determine what areas of interest the employee and how his expertise has developed since the last performance appraisal. An employee can answer these questions by explaining the goals that he has reached; how he succeeded; and how he can expand on this success with new goals.

**Boss to Employee: Can You Take on More Duties?**

A small business, especially at the beginning of its life, might be having trouble meeting certain projections. If a boss would like an employee to take on more duties, she should explain the rationale behind this question. For example, if the boss has recognized the need for an employee to do sales for an hour or two every day, she should explain this need and how the experience

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## **Performance Appraisal Sample Questions And Answers:**

**The Performance Appraisal Question and Answer Book** Richard C. Grote, 2002 Most managers hate conducting performance appraisal discussions What's worse few feel confident in their ability to accurately assess the performance of a subordinate In The Performance Appraisal Question and Answer Book expert Dick Grote answers over 100 of the most common and most difficult questions about this vitally important but often misunderstood and misused tool including How should I react when an employee starts crying during the appraisal discussion or gets mad at me Which is more important the results the person achieved or the way she went about doing the

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**Performance Appraisals and Phrases For Dummies** Ken Lloyd, 2009-09-08 The tools you need to enrich the performance appraisal experience as you streamline the process Whether you re a manger looking to implement employee appraisals for the first time concerned with improving the quality and effectiveness of the appraisal process or simply trying to save time and mental anguish Performance Appraisals Phrases For Dummies provides the tools you need to save time and energy while presenting fair and accurate evaluations that foster employee growth This convenient portable package includes a full length appraisal phrasebook featuring over 3 200 spot on phrases and plenty of quick hitting expert tips on making the most out of the process You ll also receive online access to writable customizable sample evaluation forms other timesaving resources Includes more than 3 200 phrases for clear and helpful evaluations Helps make evaluations faster more effective and far less stressful Offers far more advice and coaching than other performance appraisal books Serves as an ideal guide for managers new to the appraisal process With expert advice from Ken Lloyd a nationally recognized consultant and author Performance Appraisals and Phrases For Dummies makes the entire process easier faster and more productive for you and your employees

Abolishing Performance Appraisals Tom Coens, Mary Jenkins, 2002-10-12 The authors separate the five discrete functions of appraisal coaching feedback compensation employee development and legal documentation and clarify the objectives of each They examine the atrocious track record of appraisals

Major Dialogues in Performance Appraisal Felicia O. Chukwuneke PhD., 2022-09-01 Appraising performance is an activity that starts from birth and ends in death It is about life and living It is Life long experience It is on going in all work settings It is about employee empowerment It is an intentional act of self driven activities aimed at achieving identified targets and rewards When it is truly employee driven intentional and empowering the exercise becomes reassuring comforting and satisfying irrespective of the work setting or type of worker Paradoxically appraisal activities in formal work settings tend to ginger up apprehension stress and discomfort Why so This book is visualized as a collection of Dialogues Each one represents a focus on the core issues tools methods strategies policies and orientation that impact on Life long performance appraisal

**The End of Performance Appraisal** Armin Trost, 2017-05-02 This book demonstrates in detail why annual performance appraisals might still work in hierarchical environments but largely fail in agile ones The annual performance appraisal is one of the world s most widely used management tools For many years it was indeed seen as a pre requisite for successful leadership and professional management While most

managers and employees have always been sceptical in this respect those at a strategic level are now also realising it causes more harm than good and a growing number of leading companies have similarly abolished this approach One key reason lies in the changing working world and the quest for greater organisational agility Companies are moving away from rigid structuring The arguments are presented objectively but with practical relevance coherently illustrating the available alternatives for achieving what annual performance appraisals largely have not

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