

Why

Too often the performance management cycles becomes overly focused on negative aspects of performance. The risk is that the cycle becomes demotivating instead of motivating. So, there is a big potential advantage in making performance talks richer, more positive and more development-orientated. Regardless, negative feedback should not be stored up until these talks but should be given as soon as issues arise during the year.

What

Of course, you need to talk about goals and performance but these talks can be enriched by adding elements of celebration and inquiry.

How

Make sure that you take time to celebrate successes and to inquire about how your co-worker is feeling, how they want to develop, what their dreams and ambitions are and last but not least how their personal purpose in life fits with the purpose of the company (and how these purposes could be better aligned if necessary).

When

When you want to encourage and enrich talks within the performance management cycle.

Skills and necessary training

Positivity.
Curiosity.

Possible workshop exercise

Practice an enriched performance appraisal.
Practice celebrating and inquiring.

Critical success factors

You really have to see and feel the need for it.
Inquiry and celebration has to be compatible with the appraisal system within the company.