Performance Reviews Get a Failing Grade

Survey of U.S. office workers finds traditional performance reviews are unproductive and stressful.

88% of respondents currently have a regularly scheduled, structured, written performance review. These office workers said:

Traditional reviews are outdated and a waste of time.

- 55% of office workers and managers found performance reviews outdated.
- 88% of respondents are currently scheduled for regularly scheduled, structured, written performance reviews.
- 57% of respondents are more productive and creative with informal feedback.

Respondents believe companies that have abolished traditional reviews would:

- Be more flexible (46%)
- Have happier employees (44%)
- Have a collaborative culture (38%)

Workers want change!

- 61% of Millennials would switch jobs to a company with no performance review (even if pay and job level were the same).
- 58% found them stressful
- 52% found them upsetting
- 57% found them creating competition
- 61% found them managers playing favorites

Reviews cause stress and tears.

- 37% have looked for another job
- 22% have cried
- 20% have quit

And after a review...

- 60% of respondents found them stressful
- 57% being ranked is upsetting
- 52% reviews create competition
- 61% managers play favorites

Want feedback in the moment (vs. feedback that’s aggregated over months)

Want qualitative feedback (vs. numeric ratings)

To find out more about “Performance Reviews Get a Failing Grade” study, visit Adobe.com/Check-in

The Performance Reviews Get a Failing Grade study findings come from an online survey of 1,500 U.S. office workers who have gone through at least one performance review in the past year. The survey was conducted by Golin, the research was commissioned by Adobe and produced by Golin. The margin of error for the sample is +/- 2.5%.