

Performance Reviews Get a Failing Grade

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

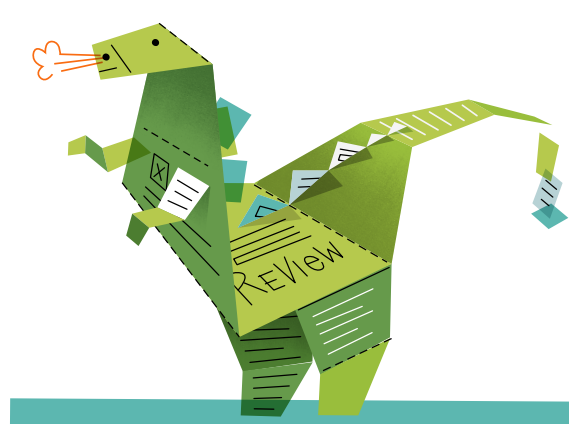
88% of respondents currently have a regularly scheduled, structured, written performance review. These office workers said:

Traditional reviews are outdated and a waste of time.

MANAGERS SPEND



on average to prep for each employee's review.



Almost **two-thirds** of office workers and managers find performance reviews outdated.

MORE THAN

HALF

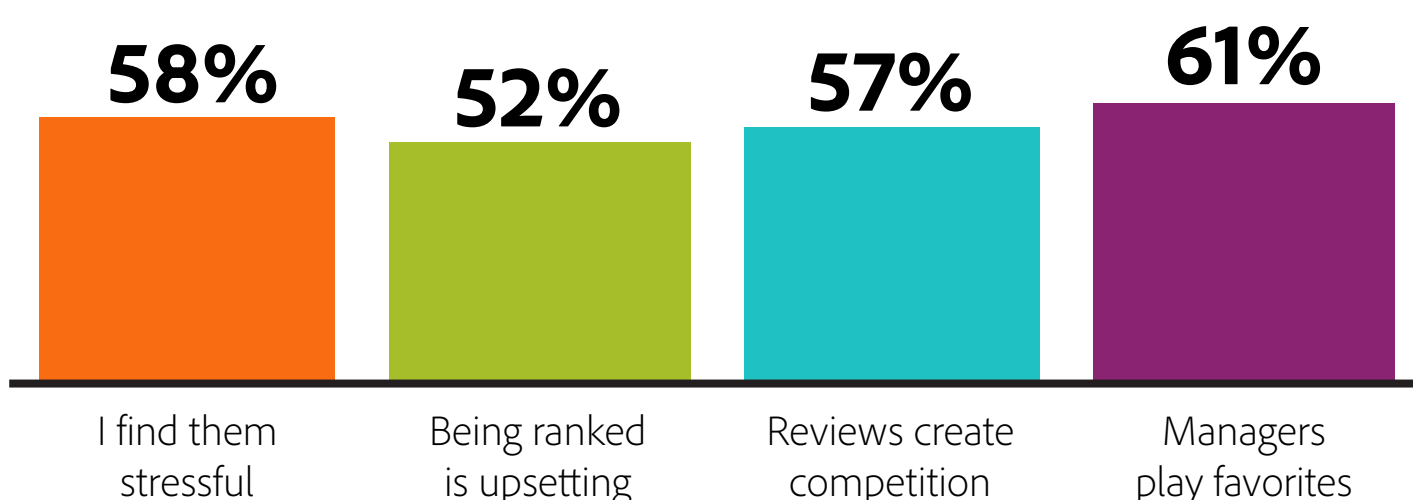


of office workers say reviews have no impact on how they do their job and are a needless HR requirement.



Reviews cause stress and tears.

OFFICE WORKERS SAY:



And after a review...

37%

have looked for another job

22% have cried

20% have quit

61% of Millennials would switch jobs to a company with no performance review (even if pay and job level were the same)

Workers want change!

OFFICE WORKERS

MANAGERS

55%

66%

Wish their companies would get rid of or change performance reviews



OFFICE WORKERS

80%

60%

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

Want qualitative feedback (vs. numeric ratings)

Respondents believe companies that have abolished traditional reviews would:

46%

Be more flexible

44%

Have happier employees

38%

Have a collaborative culture



Want to get rid of performance reviews at your company?

Check out Adobe's informal approach: www.adobe.com/check-in to get our "Check-in" toolkit.

The Performance Reviews Get a Failing Grade study findings came from an online survey of 1,500 U.S. office workers who have been through at least one performance review. Research was conducted from November 28 to December 2, 2016. The research was commissioned by Adobe and produced by Golin. The margin of error for the sample is +/- 2.5%.

Adobe abolished performance reviews in 2012 in favor of Check-in, an informal, ongoing dialogue between managers and employees. We've open-sourced our company's tools and resources to help interested companies start Check-in programs of their own.