

## Transform your mid-year reviews into a catalyst for your outperformance

Mid-year review should be the time for employees and managers to reflect on what has been accomplished so far and what needs to be done. But often, it is either a painful exercise or a tick in the box. Combining elements of both goal-setting and feedback, we suggest these principles and process for mid-year reviews, which will help you not only help you identify goals and review priorities, but also clarify your future expectations.

### Principles

- D Development Focus
- O Ownership of Goals
- O Outperformance Intent
- R Reflective Conversation
- S Simplicity of Process



### Process to Follow

