

The Coach Approach:

A Modernized Annual Review

Reasons to switch from the annual review to the Coach Approach:

Time - Business moves so quickly that a task set in January may not be relevant by December.

Looking Forward - Reviewing past incidents is not beneficial as we look ahead and move forward.

Comfort - Annual reviews are uncomfortable for management and employees alike.

Accuracy - The rating scale is inaccurate and varies for everyone.

Target Goal

What is your target goal for this year?

Tell me about an experiment you are performing in order to reach your goal.

What is going well?

What challenges are you facing? How can I help? What resources are required to complete this goal?

Life Outside of the Target Goal

On a scale of 1-5, how happy are you in each of the following phases of your life and why?

Business _____

Personal _____

Health _____

Family _____

What are the top three tactical issues on your to do list for the next week/month?

What is a decision, opportunity or challenge that you are facing? How can I help?