



Navigating Performance Reviews with Confidence

FREE RESOURCE

Performance Review conversations can be tricky, messy, and awkward. You don't want to be a jerk. But you also don't want to blow smoke. How do you find the right balance?

This is a snapshot guide to walk that fine line – providing genuine, constructive feedback while remaining open-minded to where you can improve as a leader.

While this is just a **preview** of the support we can offer, based on the best teachings we know (plus our own flair), we would be honored to meet up and chat more about how we can support your great work!

- Solvine Solutions LLC

1 Before Review - Prep and Plan

Prep and **plan** for the conversation - write out your talking points, do NOT wing it, and prepare to pivot your leadership style per person/situation

2 During Review - Be an "Open-Minded Umpire"

Be an "**open-minded umpire**" - you need to be the leader with clear expectations but you're not a heartless executioner, so be ready for self-reflection; ask questions like "What's getting in the way? How can we fix that?"

3 After Review - The Goal is Growth

The goal is **growth** - this conversation, and many others, should lead your team member to autonomy and success, so schedule follow-ups and support with a scaffolding method

More Resources, References

1. "Mastering the Annual Performance Review" - Maxwell Leadership Executive Podcast
2. "One Hour Coaching Hack" - At the Table with Patrick Lencioni Podcast
3. Situational Leadership Model - Dr. Paul Hersey and Dr. Ken Blanchard
4. The Karpman Drama Triangle - Dr. Stephene Karpman

Looking for more peace and confidence in the good work you do? We're ready to help!



joel@solvinesolutions.com

765.212.7349