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performance review questions for leaders should assess how effectively they communicate vision manage and mentor their teams foster a positive and productive work environment and contribute to strategic planning and decision making in crafting performance review questions consider these key categories of employee performance skills strengths behaviors and outcomes the focus depends on what s crucial for your organization s decision making skills how effectively has this person met deadlines how creatively did they solve problems below you will find sample performance review questions on the employee s current responsibilities accomplishments perceived strengths areas of improvement goal progression and employee engagement here are 20 of the best questions to ask during your performance review is there room for growth within our department what goals should i work toward how can i help our team succeed what would make me a candidate for a promotion am i meeting your expectations how are you measuring my progress determine the focus of your questions based on the review timeframe for quarterly or mid year reviews concentrate on recent achievements and upcoming support needs for annual performance review questions prioritize questions that align with longer term goals and objectives with these 25 performance review questions you can unlock the full potential of your workforce start asking these questions today 7 min read last updated june 20 2023 55 best questions to ask in employee performance reviews performance reviews have long been considered a cornerstone of effective management they play a crucial role in employees development communication improvement and workplace achievement i spoke to a range of people managers to figure out how to structure these reviews and the best questions to ask of both the employee being reviewed and of the people providing the feedback 1 self evaluation questions according to research 71 of employees feel that their performance 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what accomplishments this quarter are you most proud of what are the ideal working conditions to be the most productive which goals did you meet what motivates you to get your work done updated december 27 2022 providing thoughtful performance review answers allows you to make a positive impression on your supervisor most companies hold performance reviews at least once a year although frequency varies from one organization to another wondering what questions to ask to conduct an effective performance review you ve come to the right place here we ll share 35 performance review questions and give some guidance for developing your own 35 performance review questions general performance how do you rate your overall performance during this period every organisation has reviews they are important for several reasons including gauging the productivity and well being of employees whether it is performance reviews salary adjustment meetings or a quarterly review managers should always handle them in such a way that they are productive and motivational how to ask good performance review questions over 90 of employees said they d like to receive feedback more than once a year conventional annual performance review cycles are unable to meet the changing expectations of the modern workforce 9 performance review questions for employees and managers in order to make better decisions we need the right information getting that information starts with asking the right questions instead of giving your employees free reign over their performance review conversations give them some guidance to keep them focused on what matters most 1 has the company met your expectations this question helps you understand your employee s expectations and perception of your company 1 foster growth and development performance reviews allow managers to provide employees valuable feedback and guidance by identifying areas of strength and improvement managers can support employees in enhancing their 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