



Employee Appraisals

Ditch the Dread, Fuel Futures Instead

Session: #38023

June 8, 2026

3:45 – 5:00 PM

Presented by

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You're not broken.
The system is.
Today we ditch the dread...

Heavy • Annual • Judgement

And build a fueling station!

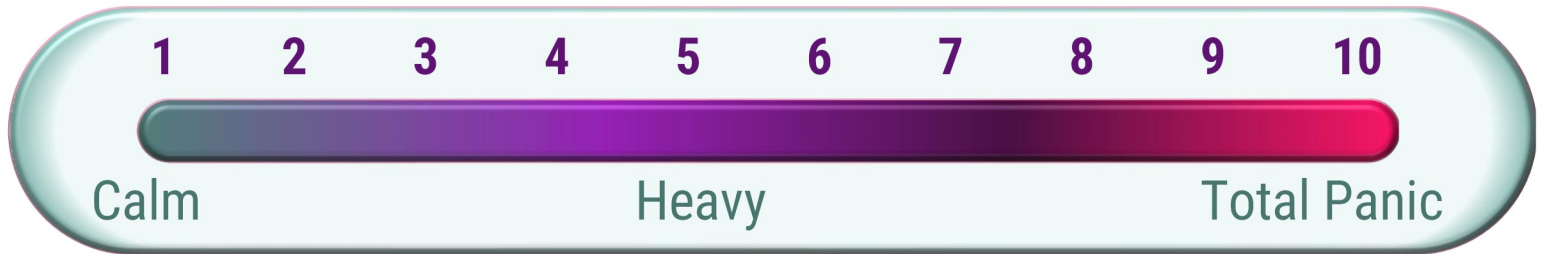
Light • Ongoing • Growth



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On a scale of 1–10, how much dread do your team appraisals create?



Does your current process fuel them?

How many have tried continuous feedback?

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**Would you approve a high-limit credit line
based on one data point...
...from 12 months ago?**

Yet that's how we often manage our people



Old Single
Credit Report
(12 months old)

VS



Real-Time
Dashboard
(Continuous Data)

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Appraisals as a Credit Check

Old Way

- Backward looking judgement
- Annual Snapshot only
- Focus on past



Delinquent Account

New Way

- Forward-focused on potential
- Continuous growth data
- Invest in future capacity



New Credit Approval

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2026 Reality Check – Why Now?



Agile teams need speed
Continuous feedback over annual dread



Focus on human soft-skills
AI as augment (not replacement)



Mapping capacity to goals
Skills: AI tools, predictive modeling, collaboration



Losing sales costs
Retention = risk management

Fewer errors • Better collections • Stronger teams

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Master the Prep-Trio Three Powerful Steps for Every Appraisal

Gather facts and concrete examples

1

Data Dive /
Evidence Log

What went well? What to celebrate? What to explore?

2

Self-Reflection + Brag Bag + Curiosity Audit

Where are we going together?

3

Future Alignment / Path

If you had more authority, what risk would you take?

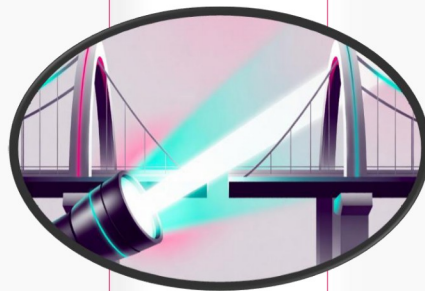
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Boost & Bridge Blueprint

BOOST

Specific, recent, positive, & with impact

When you caught that aging AR issue early, we saved \$50K!



BRIDGE

Connect to growth & co-creation action

Let's build on that strength – what's 1 skill you want to deepen?

Your analysis on the ABC Co risk was sharp. How can we apply that proactive lens to the next 2 high-exposure accounts?


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U EMPATHY
State a recap of what you see happening

UNDERSTAND



I understand you're unhappy with the proposed compensation and that this feels disappointing.

S FACTS
State what you perceive the situation to be

SITUATION



The situation is, this offer is within the standard range we provide for this position and level.

A SOLUTION
State the next action you propose be taken

ACTION



The action is, let's schedule a meeting in 2 months to review your progress and discuss future growth opportunities.

Created by Jim Temme








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Monday Morning Hacks

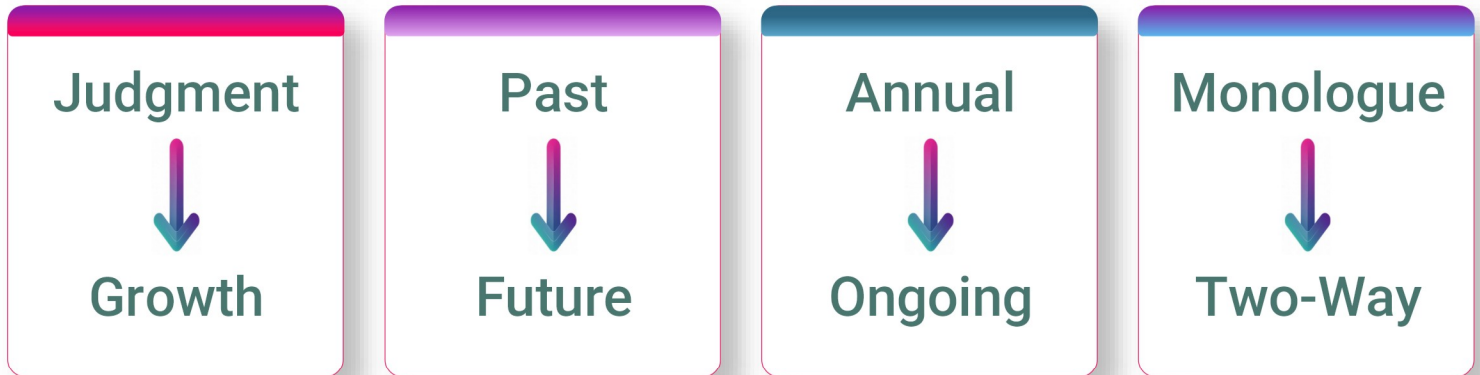
-  Weekly Win Share
-  80/20 Future Filter
-  5-Minute Monthly Meetup
-  Feedforward Question
-  Credit Memo Promotion
-  No Surprises + Digital Doc
-  Sales Lightning Round

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From Dread to Fuel – Key Shifts



Dread → FUEL

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Commitment

Monday morning, I will

STOP _____

And **START** _____

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Bright Future Ahead

Appraisals aren't
a credit check on
the past.
They're a line of
credit on
potential.

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**THANK
YOU!!!**

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