

Traditional annual review

- Focused on the past
- May focus on shortcomings
- Detects problems when it's too late
- Doesn't help employees grow
- No scope for changing development goals
- Reactive

Mid-year review

- Based on real-time employee data
- Development-focused
- Helps remove hurdles in time
- Supports career growth
- Opportunity to rethink current goals and set up new ones
- Proactive

Mid Term Performance Review Questions Supervisor Guide

G Psacharopoulos

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