

PEOPLE FIRST,

NOTE:

ANOTHER ELEMENT OF THE TWO-WAY REVIEW SYSTEM THAT I APPRECIATE IS THAT THE PERSON IS BEING REVIEWED BASED ON THEIR POSITION DESCRIPTION. THIS MEANS WHAT THEY ARE HIRED TO DO IS WHAT IS BEING GAUGED. THIS DOES A LOT OF THINGS, INCLUDING BRINGING THE POSITION DESCRIPTION UP FOR REVIEW AS WELL. SOMETIMES THE TEAM MEMBER'S ROLE MAY HAVE MORPHED SINCE THEY WERE HIRED, AND WE MAY HAVE FAILED TO UPDATE THE RESPONSIBILITIES. SOMETIMES THEY ARE IN A COMPLETELY DIFFERENT ROLE AND WE HAVE NO LEGITIMATE BASIS FOR THE REVIEW ON THE BASIS OF THEIR OLD POSITION DESCRIPTION. THESE OPPORTUNITIES REALLY HELP CATCH AND RESOLVE GLARING HOLES IN THE CLARITY WE ARE PROVIDING AND THE SETTING OF EXPECTATIONS THAT MAY HAVE GONE AWRY.