



Evaluation of 2024
Performance Review Process



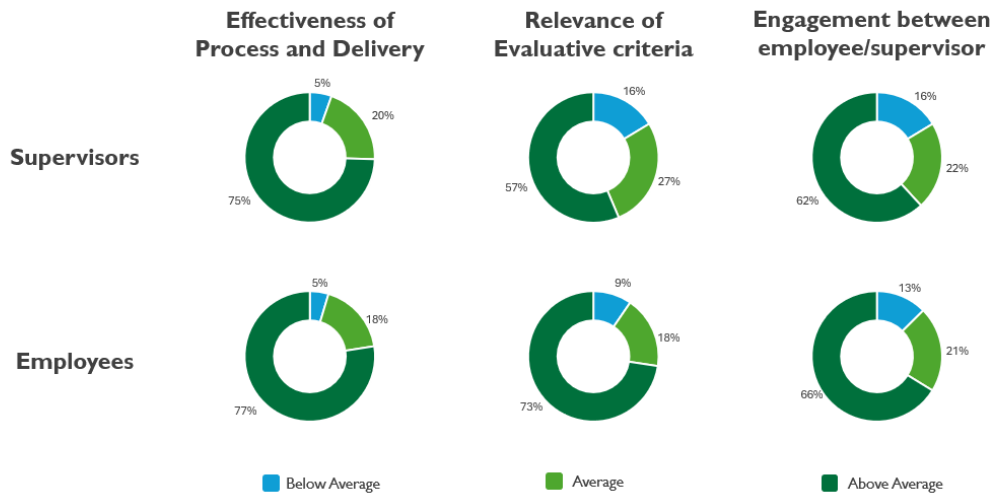
In what capacity are you responding?

N=209

74%
I am responding as an employee
who was reviewed

26%
I am responding
as a supervisor
who performed a
review(s)

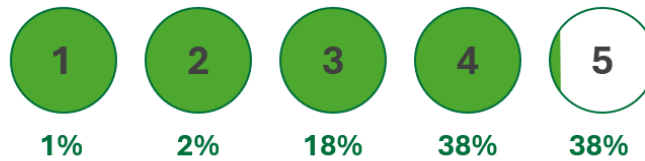
Alignment and differences between respondents



How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience?

(1= Very ineffective, 5= Very effective)

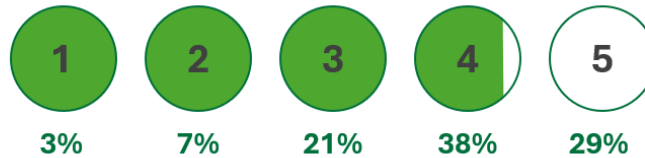
4.11



How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance?

(1= Not relevant at all, 5= Highly relevant)

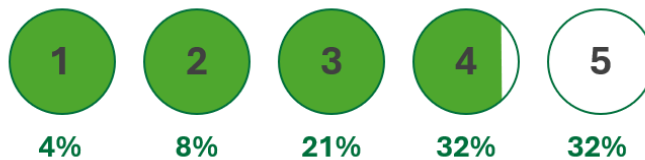
3.83



To what extent is the process engaging?

(1= Not at all engaging, 5= Very engaging)

3.79



2024 Performance Review Process Feedback Survey

Respondent: I

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 1

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 2

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 3

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 4

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

it was fine

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

I'm not sure anyone knows what I do.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

I did my self-eval and then received the eval from supervisor during a short webex. Nothing surprising.

2024 Performance Review Process Feedback Survey

Respondent: 5

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 2

Qualitative Feedback:

I would like to be able to give more feedback in categories that directly relate to the jobs of my team members and how they influence the culture of CCRI. It would also be nice to have a system that managers can refer back to past reviews and track performance throughout the year to contribute to the once/year review.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 1

Qualitative Feedback:

Provided the feedback previously of wanting categories that relate to my team's jobs and the culture of CCRI.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

I don't think either my employees or myself gained much through the process.

2024 Performance Review Process Feedback Survey

Respondent: 6

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

It's user-friendly.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 7

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

There is no official way to document feedback for one's supervisor on the document unless added by the supervisor which seems problematic.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 8

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I really enjoyed using DocuSign because it made the process more streamlined and easier to complete for myself and my manager. I am reviewing employees for the first time this year and I think DocuSign will make it easier than I think it will be to submit reviews

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

It is relevant to my specific role at the college and I think it helps employees that the categories are clearly defined

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

The documents helped the conversation be supportive and engaging and my supervisor also submitted the review ahead of time for my viewing so I knew what to expect going into the meeting.

2024 Performance Review Process Feedback Survey

Respondent: 9

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Was very easy

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

My supervisor never met with me to discuss my performance before, during or after my evaluation. The review content was a total surprise.

2024 Performance Review Process Feedback Survey

Respondent: 10

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: ||

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

I think it would be helpful for employees to do a self-evaluation in addition to the regular performance review. It is important for the employees to do a self-reflection of their work and growth but can also provide the supervisor with great insight on how the employee can be best supported when looking at this review (seeing if the employee can see areas of growth and places where additional training is needed). It can also provide sometimes additional insight and ideas for the department as a whole that might not have been seen at the surface as an area of need.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

I think the areas that are being reviewed are fine and I like that there is a place for additional info and comments to expand into different areas that are not covered

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

I am not sure how to make this process more engaging.

2024 Performance Review Process Feedback Survey

Respondent: 12

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

Some of the questions are just not relevant to the specific job responsibilities to individuals who work in my department.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 13

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

It achieves the desired results.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Goal setting in the area of Advising is challenging when you are an experienced Academic Advisor.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

The opportunities for growth and development in the area of Advising is below average. As an experienced Advisor, I volunteer to help on committees and other departments. There isn't anything that can be done to improve this area. the conversation with th

2024 Performance Review Process Feedback Survey

Respondent: 14

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

Some employees were not able to navigate the docusign process.... it was challenging as they were not familiar with the process.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Some areas not very applicable to thier job classifications.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

More of a one way engagement. Not much feedback from the team member.

2024 Performance Review Process Feedback Survey

Respondent: 15

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I thought the reminders in the CCRI Weekly/Knight Knowledge were very effective. It prompted my supervisor to complete the review process on time vs. months later than requested. However, this performance review process comes at a time that is the most complicated for my division and delays are expected given FY end.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Overall it captures everything needed. However I do believe there is a policy that if an employee receives a lower score than a 3 for any section, that needs to be backed up with identifiable reasons for why. I do not think it this clear for supervisors.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

The review process includes beneficial conversation topics that should ideally be had year round vs. once per year. The evaluation would have more engagement overall if the process included more than just a pat on the back for a job well done.

2024 Performance Review Process Feedback Survey

Respondent: 16

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

DocuSign is fine, but it would have been nice to be able to go back into my account to see my completed review. I'm not sure where to access it. I think my supervisor used a paper copy of the form for our meeting.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

The categories feel a bit outdated and not tied enough to our strategic plan areas. Also the numerical scale is not great. I think the highest is meets standard? No way to recognize excellence.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

I had a good conversation with my supervisor, but it felt very much because it was that person, not that specific guidance was given to her through the process.

2024 Performance Review Process Feedback Survey

Respondent: 17

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Process was streamline to an extent that allowed all involved to stay abreast of the due dates and for HR and heads of divisions to see who didn't complete appraisals in a accordance with timeline. Past practices were much more manually driven and not nearly as effective. Happy to see this new process.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

First couple of questions seem routine and maybe because my team has never had issues with attendance or tardiness, it seems unnecessary. I think if we want to delve into attendance issues and address them through performance, we could include questions

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

Not sure how much effort goes into engaging employees in the reasons for the comments on evaluations, unless the employee has a rebuttal. I think supervisors stay clear of in-depth conversations to avoid conflict. I've seen this when employees are held

2024 Performance Review Process Feedback Survey

Respondent: 18

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I found the process very easy to follow. I am basing this on the fact that this was the first time I received a review from CCRI.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

For the most part the evaluation criteria was relevant to my job requirements.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

I felt the process was engaging and met my needs as well as the needs of my supervisor.

2024 Performance Review Process Feedback Survey

Respondent: 19

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 20

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 21

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 22

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

The review process seemed to be more efficient than in previous years and seems more motivational to respond.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

Engagement was interactive, which ensures active participation.

2024 Performance Review Process Feedback Survey

Respondent: 23

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 24

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

It was an easy, smooth process.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 25

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

It was easy to use and user friendly.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

The evaluation questions do pertain to my duties and can be used as tool to improve in certain areas.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 26

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 27

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 28

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 29

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

It has been a good tool to complete this process. I have had my quarterly reviews and it has allowed me to learn about my performance and receive constructive feedback from my supervisor. Thank you!

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

Very engaging and helpful.

2024 Performance Review Process Feedback Survey

Respondent: 30

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 2

Qualitative Feedback:

There were some issues with the documents needed for the review coming in late and putting a delay on the process.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 31

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 32

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Straightforward and easy process.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Every category in review can be related to some aspect of job duties.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

May not be true for everyone, but my supervisor (at the time) was very open and willing to discuss whatever I wanted.

2024 Performance Review Process Feedback Survey

Respondent: 33

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

The process is fairly easy however it would be helpful to have a broader scale to qualify performance - 1 to 5 instead of 1 to 3.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

I believe the current criteria effectively reflect the qualities that ought to be evaluated.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

The process offers an opportunity to reinforce discussions on areas for improvement while revisiting and building upon successful endeavors.

2024 Performance Review Process Feedback Survey

Respondent: 34

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

The DocuSign process makes it much cleaner and simpler to submit the performance reviews.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

I appreciate the prompts and the evaluation criteria, but I personally wish there was a field that better details growth from one year to the next.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

I think sitting down face-to-face to walk through some of these would add a lot to the evaluation experience, but it is nice to read through all of the responses and reflect back on the year.

2024 Performance Review Process Feedback Survey

Respondent: 35

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

Instructions, supportive sites, design of infrastructure and reminders are all sufficient. Narrative space for documentation could be increased.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

It would be helpful if the evaluation criteria was more closely aligned to the actual job responsibilities as it would enable a more thoughtful and detailed feedback response. Often times, when writing a response to the general criteria, the actual job re

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

Engagement is dependent upon the supervisor supporting the employee in a safe space where concerns and congratulations feel honest and welcomed. Supervisors may need more training around effective engagement.

2024 Performance Review Process Feedback Survey

Respondent: 36

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

As a delivery method, DocuSign makes it easier to review, comment, and attach documents that are associated with the review - when compared to the paper form.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

The majority of the criteria seem to be applicable to most employees. The issue that arises is when supervisors provide feedback on areas of improvement without providing (1) sufficient evidence and (2) recommendations and/or expectations of improvement.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

Several supervisors have used (and do use) the Annual Evaluation as a means of commenting recent events/situations - that should have been brought to the employee's attention by different means - "believing" that they "helping" the employee when in realit

2024 Performance Review Process Feedback Survey

Respondent: 37

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

DocuSign is not always easy to use.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

The employees I evaluate do repetitive work and there are not always goals to set or new tasks to learn. These questions on the form can be challenging to answer.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

I mostly try to give positive feedback first, followed by goals for tasks they need to improve. This process always seems to end in an argument or a defensive response. Most employees I have cannot take feedback on tasks they need to improve.

2024 Performance Review Process Feedback Survey

Respondent: 38

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Easy to navigate.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

explained my role

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

review is important for interaction with direct report

2024 Performance Review Process Feedback Survey

Respondent: 39

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

It would be great to be able to add more space on the performance review for supervisors to include all their feedback/comments.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

The questions on the performance review fit in fine with staff's actual job responsibilities and employee.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

I took time to review each question and discuss the feedback with the staff on my team. I also spoke to each team member on improvement and/or growth and professional development. I encourage staff to be involve in committees and take part in trainings th

2024 Performance Review Process Feedback Survey

Respondent: 40

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 41

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 42

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I thought it was great. It was simple enough, I didn't feel like it was difficult to navigate or required a substantial amount of my time.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Off the top of my head, I don't believe there was anything that I thought was random or didn't belong. I can't remember if there was a question about CCRI Pride but might be interesting to include something about attitude. Energy is contagious!

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

It was fine. I reviewed each question with my staff members separately. I thought the review process encouraged and engaging environment.

2024 Performance Review Process Feedback Survey

Respondent: 43

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

I dont feel its more or less effective. The process should be simple and to the point. Design of infrastructure??? Please use more simple words and questions that are easy for anyone to understand.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

Employees know their areas for improvement; however, Positive feedback is moral booster especially when performance is recognized (even the little things)

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Regular communication and feedback are always welcomed. (That goes both ways)

2024 Performance Review Process Feedback Survey

Respondent: 44

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

It was effective and informative.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

I would like it out of a scale of 1-5

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

Engaging and let me know what I need to focus on and improve.

2024 Performance Review Process Feedback Survey

Respondent: 45

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 46

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 47

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

We are informed of when they are coming, when they need to be done by and reminded if not yet done which is important if the supervisor is very busy.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

The categories are fine, the goal setting, in all honesty it does not match with the opportunity for advancement here at CCRI.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Past experiences were not good, most times supervisor just needed to get it done and other times it depended on the supervisor's mood. If you don't agree nothing comes of it bc the reviews don't mean much. More recently, new department, the review proc

2024 Performance Review Process Feedback Survey

Respondent: 48

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Some of the descriptors were not applicable, but most were relevant.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

Criteria for the most part was relevant therefore, there were areas for discussion for areas of improvement and/or deficiency.

2024 Performance Review Process Feedback Survey

Respondent: 49

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 50

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

process was easy

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

similar to evaluations in corporate sector

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

my supervisor is supportive through out the year so there are no surprises

2024 Performance Review Process Feedback Survey

Respondent: 51

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 52

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

The process was straightforward, clear, and kept things on track.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

It might be good to have space on the form to call back to the goals that had been set in the previous year, and speak to what happened to those- if they were accomplished, moved along, or if there was a decision to move in a different direction and scrap

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

I think the process itself has room for it to be engaging, but folks will only engage as much as they feel driven to. I think good managers will be very engaged, and others might use this as a check the box process.

2024 Performance Review Process Feedback Survey

Respondent: 53

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

The process was very efficient. I think the review questions were fine. I'd prefer something more collaborative and focused on three areas - what they accomplished last year, what they plan to accomplish in the coming year, and how can their supervisor help. (this is straight out of Patrick Lencioni) so we stop focusing on discipline and performance and start focusing on trusting, enabling, and empowering our workforce. Disciplinary issues don't belong on an annual performance review - they should be addressed immediately, not annually.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

See previous answer. The questions here are better than I have seen at other schools but we are still thinking about people as cogs in the machine that need discipline rather than people who are capable of great things.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

I think everyone treats this as a compliance activity - fill out the form by the deadline. We need to culturally change to achieve the goal of a supportive discussion - which is absolutely the right thing to do - but to really achieve that, you can't use

2024 Performance Review Process Feedback Survey

Respondent: 54

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

DocuSign is effective especially with timelines and reminders.

It does not provide the face-to-face discussion/meeting between employee & supervisor that really gives the evaluation its due.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

From the Campus Police prospective the categories are not relevant to all functions and responsibilities of our department. Also, not enough room is allowed in the comments area.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

As referenced in a earlier comment, it does not allow the face-to-face discussion that the process merits.

Secondly, I am not aware of supervisor's eval of his employees. I would like to know that they are thoughtful and reflective of the employee's perf

2024 Performance Review Process Feedback Survey

Respondent: 55

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 56

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 1

Qualitative Feedback:

As a Classified employee, performance reviews do not impact my job or performance. While I take pride in doing my job well and appreciate feedback, which has always been positive, it does not lead to a tangible outcome.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

While success was celebrated, due to my classification, there is minimal room for growth. I take all professional development upon myself. Courses relevant to my position were completed prior to hire.

2024 Performance Review Process Feedback Survey

Respondent: 57

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

I have found them to be user friendly

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

It seems to be an individual case by case . Some people are highly motivated and some are not

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

On a case to case basis, depending on the circumstances of the individual

2024 Performance Review Process Feedback Survey

Respondent: 58

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

I have no problem with the criteria, and while all the positive feedback is appreciated, the evaluation system doesn't help with my position, (being a union position raises are negotiated and etc...). Also, considering my longevity with the college (top s

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

Just my opinion...but simple communication means more than a yearly evaluation.

2024 Performance Review Process Feedback Survey

Respondent: 59

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

It was a smooth process.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

I think that it is good.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

It is fairly well designed.

2024 Performance Review Process Feedback Survey

Respondent: 60

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

The delivery system is understandable and easy to use

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Knowing that it is impossible to tailor evaluations to everyone, this does an adequate job of evaluating

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

Very supportive

2024 Performance Review Process Feedback Survey

Respondent: 61

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

I think that it works OK for what it is. I'm just glad that it's being more consistently applied.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 62

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 63

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 64

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

The DocuSign is very effective and it is one of the fastest way to complete or sign a document.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 65

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

I think the messaging and timelines associated with the annual review process are clear. My only quibble was that I needed more space for documentation, but Pete was able to add that in for me when I emailed. It could be useful to have the ability to upload additional documentation turned on by default.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

I think the evaluation criteria are reasonable.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

While I do regularly share feedback, the folks on my team appreciated the opportunity to talk through their performance in a more formal way.

2024 Performance Review Process Feedback Survey

Respondent: 66

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 1

Qualitative Feedback:

I have not received any information regarding a performance review or the delivery system.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 1

Qualitative Feedback:

Again, I have not had the privilege of reviewing an evaluation so I cannot comment on the criteria.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 67

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I can't now recall in detail, but I do remember that the process was easier last year than in prior years

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Our program is different from most of the departments and programs at the college, so some things don't fit

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

In addition to the template performance review, I provide my team members with 3-4 questions about their goals, what they were most proud of accomplishing, what prevented them from achieving a goal(s), what support did they get and what support do they ne

2024 Performance Review Process Feedback Survey

Respondent: 68

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

I found this process to be very efficient.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

It was relevant to my position.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 69

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

The boxes for commenting was clunky. Often times with not enough space to provide thoughtful feedback.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

They are universal questions and sometimes not relevant to the work of the division.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

Provided for thoughtful conversation with the employee.

2024 Performance Review Process Feedback Survey

Respondent: 70

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

Easy to follow through the system

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

Most criteria feels vague and difficult to quantify and qualify, not very job specific

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 71

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 72

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I appreciate the reminders and support that Pete provided, great job!

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

I wish they were more aligned with the specific job requirements/categories.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

I work hard to provide thoughtful reviews with specific strengths and areas to develop, and to incorporate these areas in future check-ins. It would be helpful to have a framework or training on ways to provide feedback and incorporate in general practice

2024 Performance Review Process Feedback Survey

Respondent: 73

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 74

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

This process is a straight forward process and easy to follow

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

My supervisor, Liz Giordano, is very engaging with this process and I appreciate the time and energy she puts into these reviews.

2024 Performance Review Process Feedback Survey

Respondent: 75

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I think that it was a very easy process to navigate. Being able to use docuSign made the signing process easy and I had a readily available digital copy for my records.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 76

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 77

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Last year each category was broken down well

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

good chance for supervisor and employee to review the year.

2024 Performance Review Process Feedback Survey

Respondent: 78

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 1

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 79

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 1

Qualitative Feedback:

Jobs that involve fostering the educational and emotional development of students are impossible to quantify, and the categories provided are generally not applicable. We and our students are people - not numbers.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

Being reduced down to less than a dozen numbers in categories that don't reflect our work is... dehumanizing at best. Engaging? You're not serious are you?

2024 Performance Review Process Feedback Survey

Respondent: 80

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Very straightforward and to the point.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

I prefer this form of evaluation over using a numbered scale. Numbers can be inaccurate in a review where descriptions can capture the more broad points for an employee's performance.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 81

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

The forms were easy to fill out and submit

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Majority of questions were great, they helped initiate conversation and provided opportunity to give feedback

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

It probably depends on how one uses it, I found it very engaging

2024 Performance Review Process Feedback Survey

Respondent: 82

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

I like that the process allows us to discuss areas of strengths and weaknesses.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

I believe it is, as it highlighted important aspects of our jobs.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

It actually allows for greater discussions about the work that we do and offer ideas and constructive feedback.

2024 Performance Review Process Feedback Survey

Respondent: 83

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 84

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Depending on one's position, goal-setting can be challenging.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 85

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

I think because of the annual performance is address only on the supervisor-employee way, the instructions are reminders are for the supervisors.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

It is general and standard. I do not see a follow up when you set up goals or training in the following evaluation.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

All my results are documented

2024 Performance Review Process Feedback Survey

Respondent: 86

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

I am indifferent about the effectiveness of the process. I feel supervisors should allow employees to review what the supervisor has written in advance of any meetings. This way it gives time for the employee to think about the review and have responses prepared.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

there is no option to allow for anyone who does exceptional work except in the comments area. But, only the numbers are considered or at least that is how I perceive it.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

Not very engaging for the reasons I stated previously. I think the DocuSign workflow should be sent to employee prior to their face to face review time. Perhaps in a "review" phase just so employee can be prepared.

2024 Performance Review Process Feedback Survey

Respondent: 87

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 88

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

Detailed instructions.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 89

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Worked as expected and very user friendly.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

I do not believe it accurately reflects my essential job responsibilities and expectations for a associate director level.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

I believe the process for most is engaging, but my supervisor did not engage in providing feedback in a one-to-one situation.

2024 Performance Review Process Feedback Survey

Respondent: 90

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 91

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 2

Qualitative Feedback:

I think that the questions are vague

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

Categories are vague

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

The evaluation process of evaluating employees is good. If I were to use the documents in the evaluation then it wouldn't be good

2024 Performance Review Process Feedback Survey

Respondent: 92

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 93

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 94

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

Many of the categories for evaluation are outdated and not reflective of the actual work performed by employees today

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

While useful for new employees, the process is uninspiring and static for veteran employees.

2024 Performance Review Process Feedback Survey

Respondent: 95

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

supported improvement and/or growth and professional development

2024 Performance Review Process Feedback Survey

Respondent: 96

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 97

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

No issues, no complaints.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Our jobs are so diverse, complicated, change frequently as to procedures and software, that it is difficult to create a comprehensive questionnaire.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

I've always received complimentary comments.

2024 Performance Review Process Feedback Survey

Respondent: 98

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I found the overall process easy to follow and effective.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 99

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 100

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 101

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 102

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 103

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

process much improved. Tool itself needs revision.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

repetitive themes in questions. Need more direct measurements on ability to deliver, lead, teamwork, communication, quantitative reasoning.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Performance evaluations have intrinsic power gradients that do make them challenging as far as engagement. Something required pre-review meeting might help engage.

2024 Performance Review Process Feedback Survey

Respondent: 104

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 105

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

There are too few levels of performance (1,2, and 3). _ I recommend 5 (Requires Improvements, Below Average, Satisfactory, Above Average, Outstanding). And, there are too many categories to evaluate. I find some overlapping and/or redundant.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

See previous response about too many criteria.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

Having a such a meeting is 80% of the success. I suggest we add a "career planning" section which discusses the employees personal goals for the next 3-5 years.

2024 Performance Review Process Feedback Survey

Respondent: 106

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

The system was easy to use. I was sent notifications and reminders, which made me aware of the deadline.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

The evaluation criteria cover all the major performance areas.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

The process facilitated the employee reviews and discussion.

2024 Performance Review Process Feedback Survey

Respondent: 107

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 108

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

Performance review works well to support me and the team that report to me to think reflectively about and improve on our work. Unfortunately, its value is undermined because those that are supervising us do not seem to be accountable whatsoever. I have never been asked by HR about how well those supervising are doing their jobs and I do not see any accountability there.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Criteria work well - descriptors are good. They help me think about how I work, what I am good at, and how I can do better. I have a separate system for grouping them so that when I have performance discussions with employees it flows a little better and

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

I'm neutral on this. The effect is 100 percent in the hands of the supervisor. I have had supervisors use the process to give positive feedback and build me up. I have had supervisors micro manage the process and attempt to weaponize it and undermine me.

2024 Performance Review Process Feedback Survey

Respondent: 109

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 110

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

Reminders are very helpful. Space provided for documentation is sufficient.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

I feel that some of the descriptions do not adequately reflect the job performance

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

I find the review process very helpful when speaking with the employees

2024 Performance Review Process Feedback Survey

Respondent: III

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

Reminders and DocuSign are great improvements.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

Categories need to be consolidated and more concise, Rating system should be expanded to a 4 level system adding a new rating that fits between the current 2 & 3. Since these performance criteria are applied across the board to different union groups, t

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Per answer in #5, this is a challenge.

2024 Performance Review Process Feedback Survey

Respondent: 112

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I have been given a yearly review since being hired full-time and at one time was reviewing other full-time staff. I feel the overall process was greatly improved by the implementation of electronic delivery and completion. I also want to give a shout out for the 100 percent completion requirement. It is my opinion that we should be held accountable for work performance.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

I feel the evaluation criteria is worded broadly enough to cover the various job duties across the college. While still encompassing the meaningful work done within each specific position. I can clearly see my work reflected in each category. The process

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

Communication is the key to success in any relationship, even work relationships. This establishes a designated timeframe for employees to meet with their supervisors to conduct a year-in-review discussion and set expectations for the upcoming year.

2024 Performance Review Process Feedback Survey

Respondent: 113

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 114

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 115

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 116

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 117

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

It seems to work fine. I don't have much feedback to provide.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 118

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 119

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 120

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 121

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 122

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

the annual performance review process was straight-forward, easy to understand and easy to complete. the questions were thought provoking and insightful.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

the evaluation criteria was very relevant to our work.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 123

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

It was helpful to go over the task performed with the supervisor and formed thoughts where I stand regarding my performance.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

My supervisor and I went over the completed and ongoing work I performed which helped me understanding that I have met the expectations.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

My supervisor set up a bi-weekly recurring meeting to assist me with questions or concerns I may have.

2024 Performance Review Process Feedback Survey

Respondent: 124

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 125

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

DocuSign is helpful for supporting faster process to submit the Performance Review documents. Reminders are helpful for review preparation time.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Goal setting is relevant data as it provides discussion for future projects and agenda items of potential usefulness related the college Strategic Plan Mission Statement and at the same time promoting ideas for improvement.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

Provides opportunity for one-on-one discussions.

2024 Performance Review Process Feedback Survey

Respondent: 126

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 127

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 128

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

Found the DocuSign process awkward as my staff didn't know how to sign.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 129

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 130

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

I have not had a review via DocuSign yet.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

The criteria is sufficient

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

There could be more feedback on overall performance, improvements, and celebrated successes. For annual reviews, I would love to see feedback for the year and areas of improvement provided positively so that growth and professional development can be supp

2024 Performance Review Process Feedback Survey

Respondent: 131

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Easy to read and understand

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Helps me to identify my strong and weak points

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

Understanding my strengths and weaknesses is key to development

2024 Performance Review Process Feedback Survey

Respondent: 132

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 133

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

It is helpful to have the reminders.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Employees are not very engaged during the evaluation process.

2024 Performance Review Process Feedback Survey

Respondent: 134

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 135

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 136

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

I believe the process as a whole was a great experience and believe it will get better each year!

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 137

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 138

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 139

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 1

Qualitative Feedback:

Even though its nice to get good feedback, it seems unnecessary in a small dept.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

Again small departments we talk all the time, so the criteria might be something we get feedback on regularly.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

It actually takes more time out of my day, especially when we already talk about things regularly.

2024 Performance Review Process Feedback Survey

Respondent: 140

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 141

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 142

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 143

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 144

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

DocuSign makes it easier to keep documentation on file.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

The categorical criteria are useful for presenting a variety of job performance markers.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Completed document is difficult to read because the comment field is too small to accommodate all entered text

2024 Performance Review Process Feedback Survey

Respondent: 145

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 146

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 147

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 148

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Clear and covered all areas of work performance.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Easy to answer as I perform those listed duties daily.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

That is the best part...discussing everything with my Supervisor.

2024 Performance Review Process Feedback Survey

Respondent: 149

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 150

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 151

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

It is user-friendly process and does not require a lot of time to complete.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

The evaluation categories are relevant and cover the majority of areas needed to be evaluated.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

It was engaging for me and my employee. I think it would depend on the individuals.

2024 Performance Review Process Feedback Survey

Respondent: 152

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Greater space to comment and the ability to upload attachments would have been more helpful.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

The criteria is too "one size fits all and doesn't allow for very relevant feedback in all situations. While a job description points to responsibilities of an employee, the evaluation processes does very little to review an employee based on their abilit

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

The level of effort it takes to make this engaging in a very busy work environment is a bit much. It would be helpful to be able to access previous evaluations and show growth or improvement. To be able to look at previous year's recommendations for profe

2024 Performance Review Process Feedback Survey

Respondent: 153

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

The performance review process is effective and also time consuming. There are many categories on the review form that need to be completed and feedback needs to be entered for every category.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

The categories listed on the DocuSign review form clearly illustrate an employee's responsibilities.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

The review process allows for the supervisor and employee the opportunity to voice their views and opinions.

2024 Performance Review Process Feedback Survey

Respondent: 154

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

I found it very relevant.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

It was engaging but one sided. If employee and supervisor work together often, open questions that create opportunities to discuss support between supervisor and employee would be appreciated.

2024 Performance Review Process Feedback Survey

Respondent: 155

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 156

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 157

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

I think it was very effective with my new boss.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

It was relevant.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

It was engaging, especially with my new supervisor.

2024 Performance Review Process Feedback Survey

Respondent: 158

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 159

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 160

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I did have a few issues with new staff probationary reviews not coming out on time.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

Just know any changes to the reviews needs the input of the ESPA Union per their contract.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

It a bit tough having to save all the training employees do throughout the year to list them on the annual review. Perhaps there could be some type of holding space the employee or supervisor could send the training accomplishments to HR as they occur, th

2024 Performance Review Process Feedback Survey

Respondent: 161

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 2

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 162

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 163

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 164

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 2

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

it was a bit confusing for someone who has only been with the college a year now

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

my supervisor is extremely thorough and explains things very well.

2024 Performance Review Process Feedback Survey

Respondent: 165

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 166

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 167

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 168

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

I'm not sure of the details on the supervisors part, but as a recipient the electronic review is more efficient and easier to complete.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Most categories are relevant and or at least have a smaller responsibility to review.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

My supervisor is always supportive and receptive but it is nice to have the feedback that the review provides.

2024 Performance Review Process Feedback Survey

Respondent: 169

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

The performance review was easy to locate, complete, and sign.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

The process facilitated a constructive dialogue between my supervisor and myself regarding my objectives.

2024 Performance Review Process Feedback Survey

Respondent: 170

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

The DocuSign, clear deadlines, and reminders were all very useful. There could be a bit more space for comments, especially summative comments at the bottom w/ recommendations for the next year. My biggest concern doesn't have to do with last year's process so much as historical precedent: it doesn't seem like anyone was used to getting less than perfect ratings. There was a lot of resistance to getting a "2" here and there, as if it were insulting instead of meant to encourage improvement.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Sorry, I skipped ahead to this question earlier. Reviews that were not all perfect scores were seen as insulting rather than suggestions for improvement. I think the college could have an ongoing conversation about how these are used.

2024 Performance Review Process Feedback Survey

Respondent: 171

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

The annual performance review process provides a structured approach, but some areas could be improved to enhance user experience. The instructions and supportive resources are generally relevant and helpful, though some users may find them somewhat dense or not always intuitive. The infrastructure design in DocuSign is functional but could benefit from greater ease of navigation, particularly for those unfamiliar with the platform.

Reminders and messaging serve their purpose in keeping users on track; however, the timing and frequency of these communications could be optimized to better support engagement without feeling excessive. Additionally, while space for documentation is sufficient, there may be opportunities to improve formatting options or provide clearer prompts to guide responses more effectively.

Overall, the system is moderately effective but could benefit from refinements to enhance usability, accessibility, and overall user-friendliness.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

The evaluation criteria used in the performance review process are somewhat aligned with actual job responsibilities and employee performance, but there is room for improvement. The categories generally capture relevant data, but in some cases, they may f

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

The evaluation process generally fosters meaningful discussions between employees and supervisors. The review structure encourages conversations that celebrate successes while identifying growth and professional development areas. Most employees and super

2024 Performance Review Process Feedback Survey

Respondent: 172

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

No incentive towards the employees

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 173

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 174

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

It is difficult to evaluate something that is not provided within the evaluation survey itself. Next time, please provide a performance review document example so evaluators can review materials prior to evaluating it. From what I remember, the review document was created with DocuSign but without an example to look at, I can not recall if the document meets the expectations of 'very effective' so I am selecting "3" for neutrality.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

Have not been provided enough sufficient data to evaluate this question.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 175

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 176

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

After the performance review meeting, DocuSign makes it easier to conclude the process.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

completing performance review from both side employee and supervisor with a follow up meeting is very relevant

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

my supervisor take her time to go over each section that makes it very engaging

2024 Performance Review Process Feedback Survey

Respondent: 177

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 178

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

I found the evaluation criteria extremely relevant to my job responsibilities.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

I was able to discuss with my supervisor my strengths and weaknesses, as well as areas I excel in and areas I may need improvement in.

2024 Performance Review Process Feedback Survey

Respondent: 179

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 2

Qualitative Feedback:

I don't recall getting much information about it until it was almost at the deadline to get it done

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

I think the categories do capture the relevant data. However, since I was changing departments at the time I had my annual review, no goals were set in the old department. So it is difficult to comment on whether this was helpful, but other feedback from

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

My supervisor and I definitely had a chance to have a good discussion about my work the their expectations of me and whether I met them

2024 Performance Review Process Feedback Survey

Respondent: 180

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

n/a

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

n/a

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

n/a

2024 Performance Review Process Feedback Survey

Respondent: 181

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

I can't recall completely the whole process since we only do it once a year (I guess--thank goodness... lol); however, from what I can remember, the process was simple, quick, and smooth enough. The one issue that stood out was the spacing limit/viewing aspect for the response fields--meaning that you can't see all the feedback statements in printed version.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Great--but nothing is perfect--and I am good with that.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

Time limit can often be the issue for the review/engagement, but that has nothing to do with the process developed. For the positive aspect, if/when the supervisors build good rapport/relationship with the subordinates and understand well of the staff re

2024 Performance Review Process Feedback Survey

Respondent: 182

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

I felt the process started too early last year. How can you do an effective annual review for someone when there are still many months remaining in the year? There should be at tops a 2 month window from when these come out to when they are due.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 183

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

It's nice to have these meetings because they allow me to receive feedback and help me take a look into what I can improve. Establishing a strong relationship and exchanging knowledge and experience between one another is valuable.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Goal setting is great, I was able to openly talk about my goals about how much I want to grow and keep learning. I think it's nice to have the space to talk about these things.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

Engaging conversations lead to better overall work experience. These meetings allow for that conversation to flow which strengthens the connection between the employee and the manager.

2024 Performance Review Process Feedback Survey

Respondent: 184

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

There should be a different range of grading. currently it is 1,2,3, Yes, No, Maybe a 1-5 scale. Right now it is Yes, no, maybe with the 1,2,3

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 185

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 186

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 187

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

easy to follow

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

yes, captures job responsibilities

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Difficult conversations. Not all folks accept constructive criticism or strategies to improve.

2024 Performance Review Process Feedback Survey

Respondent: 188

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 1

Qualitative Feedback:

Not worth the time, they don't mean anything

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 1

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 189

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

The DocuSign system is a big improvement over the paper process. It is easier to track progress and participation from both the supervisor and employee. Unfortunately, the self-evaluation was not integrated into the process. It would be helpful if the self-evaluation was a mandatory first step for every employee and if a copy is automatically sent to the supervisor. This would help supervisors and employees be more prepared for the process.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

Some of the criteria is relevant. The criteria would be more relevant if it was directly connected to the strategic plan goals, organizational core values, divisional goals and an employees individual goals.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

The documents are helpful for guiding the conversation and for helping the supervisor and employee think about next steps, goal setting, and PD planning. It would be great to have a Tips and Tricks or FAQ guide for managers to share best practices for del

2024 Performance Review Process Feedback Survey

Respondent: 190

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 191

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

DocuSign made the process extremely smooth!

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

Goal setting criteria was useful in guiding the conversation about past and future performance.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

Extremely engaging! Made the conversation flow smoothly which added to the authenticity of the discussion.

2024 Performance Review Process Feedback Survey

Respondent: 192

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

Reviews action items and the results of the action taken

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

It's relevant and determinative of results in my work.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

My manager is very receptive to explanation of evaluation criteria and why it's relevant to work we are doing.

2024 Performance Review Process Feedback Survey

Respondent: 193

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 194

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

Not a meaningful process.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 2

Qualitative Feedback:

Poor choices.

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

Poor process.

2024 Performance Review Process Feedback Survey

Respondent: 195

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

Getting feed back

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 196

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 197

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 198

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

The process was not engaging. My scheduled time was delayed because the supervisor was still meeting with another staff member. When I was finally called in, I was rushed through the process.

2024 Performance Review Process Feedback Survey

Respondent: 199

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 3

Qualitative Feedback:

Their is no

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 200

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

The process was easy to follow and navigate.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 201

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 202

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

Very easy to access

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

Fairly objective for a one size fits all review

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Its not. I do my job and am reviewed on my performance. My supervisor gives feedback in person.

2024 Performance Review Process Feedback Survey

Respondent: 203

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 1

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 1

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 204

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 4

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 205

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 206

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

The system provides all necessary information and access for reviewing / comments in a simple format allowing easy use

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

It allows the performance of the employee to be reviewed at multiple levels fairly

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 3

Qualitative Feedback:

Allows supervisor and employee time to discuss performance of job duties

2024 Performance Review Process Feedback Survey

Respondent: 207

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 5

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 5

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 208

In what capacity are you responding?

I am responding as an employee who was reviewed

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 3

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 2

Qualitative Feedback:

2024 Performance Review Process Feedback Survey

Respondent: 209

In what capacity are you responding?

I am responding as a supervisor who performed a review(s)

How effective do you feel the system for delivery of the annual performance review process is in creating a user-friendly experience (instructions and supportive sites are relevant and helpful, design of infrastructure in DocuSign is useful, reminders and other messaging are supportive, space for documentation is sufficient)?

(1= Very ineffective, 5= Very effective)

Score: 4

Qualitative Feedback:

The process requires supervisors to send the completed review to the employee, but I don't believe there is not an opportunity to incorporate employee input into the review before the employee signs and submits to HR, with the exception of the employee comment area.

How relevant do you find the evaluation criteria used in the performance review process to the actual job responsibilities and employee performance (categories accurately capture relevant data, goal setting is appropriate and helpful)?

(1= Not relevant at all, 5= Highly relevant)

Score: 4

Qualitative Feedback:

To what extent is the process engaging (employee and supervisor were able to use the review process and documents to have a supportive discussion that celebrated success and supported improvement and/or growth and professional development)?

(1= Not at all engaging, 5= Very engaging)

Score: 5

Qualitative Feedback: