

**HOW to AVOID a DÉJÀ VU PERFORMANCE REVIEW**

- **Ask for detailed feedback.** Ask for specific, behavioral feedback of both your accomplishments and challenges. This will allow you to know the exact behaviors to replicate and change.
- **Visit your default future.** Motivate yourself to change by visiting your “default future”—the career you’ll be stuck with if you fail to improve performance and are repeatedly passed up for promotion.
- **Invest in professional development.** New habits always require new skills. Actively develop the skills you need to be viewed as a top performer through training, workshops or books—but make sure this is only one part of a bigger change strategy.
- **Find a mentor.** Changing habits requires help. Find a trusted mentor to encourage your progression and help you navigate new career development opportunities.
- **Put skin in the game.** Tie your performance to your compensation. Make your bonus dependant on your ability to hit your improvement goals. Or, set aside a portion of each paycheck. If you hit your goals, reward yourself. If you fall short, donate to a political party you oppose.
- **Control your workspace.** Make your new habits easier by enlisting the power of your surroundings. If you’d benefit from close association with another team, ask to move offices. When possible, turn off electronic interruptions.
- **Let your manager see your advances.** Eagerly continue on the path to high performance. Nothing heals the wounds of disappointment like surprising and delighting your manager in the future.

According to our research, 43 percent of employees have experienced a déjà vu performance review—negative performance feedback that surfaces year after year.

Nearly two out of three employees say they’ve received negative feedback, and yet only one out of three has ever made a dramatic change based on this feedback. The research shows the typical performance review cycle includes managers giving employees the same negative feedback year after year with little effect on performance.

Our study of 642 people shows one reason performance reviews are largely ineffective is employees lack the ability to put their performance feedback in action. In fact, 87 percent of respondents say they left their review without a plan for how to better meet their managers’ expectations. However, with the right set of skills, employees can make the most of their performance feedback to avoid déjà vu performance reviews.

**Learn new skills.** To learn how Change Anything™ Training can help you avoid a déjà vu performance review, visit [www.vitalSMARTS.com](http://www.vitalSMARTS.com) or call 1.800.449.5989.

**KEY RESULTS**

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Only **one out of three** has ever made a dramatic change based on this feedback

**87%** leave their review without a plan for how to better meet their managers’ expectations

**An innovator in corporate training and leadership development, VitalSmarts combines three decades of original research with 50 years of the best social science thinking to help leaders and organizations change human behavior and achieve new levels of performance. VitalSmarts has identified four high-leverage skill sets that, when used in combination, create healthy corporate cultures. These skills are taught in the Company’s award-winning training programs and *New York Times* bestselling books of the same titles: *Crucial Conversations*, *Crucial Accountability*, *Influencer*, and *Change Anything*. VitalSmarts has consulted with more than 300 of the Fortune 500 companies and trained more than one million people worldwide. [www.vitalSMARTS.com](http://www.vitalSMARTS.com)**

**ABOUT THE RESEARCH.** The study collected responses via an online survey from 642 individuals in November of 2012. Margin of error is approximately 4%.