

RETHINKING THE ANNUAL PERFORMANCE REVIEW

November 2018 Korn Ferry survey of more than 2,000 professionals

[Click here for more on the survey](#)



96% of professionals say **real-time feedback** is more effective than an annual review

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46%

say **goals they set** during last year's performance review are **no longer relevant**

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43%

say annual reviews **do not help them understand** what to do differently to improve

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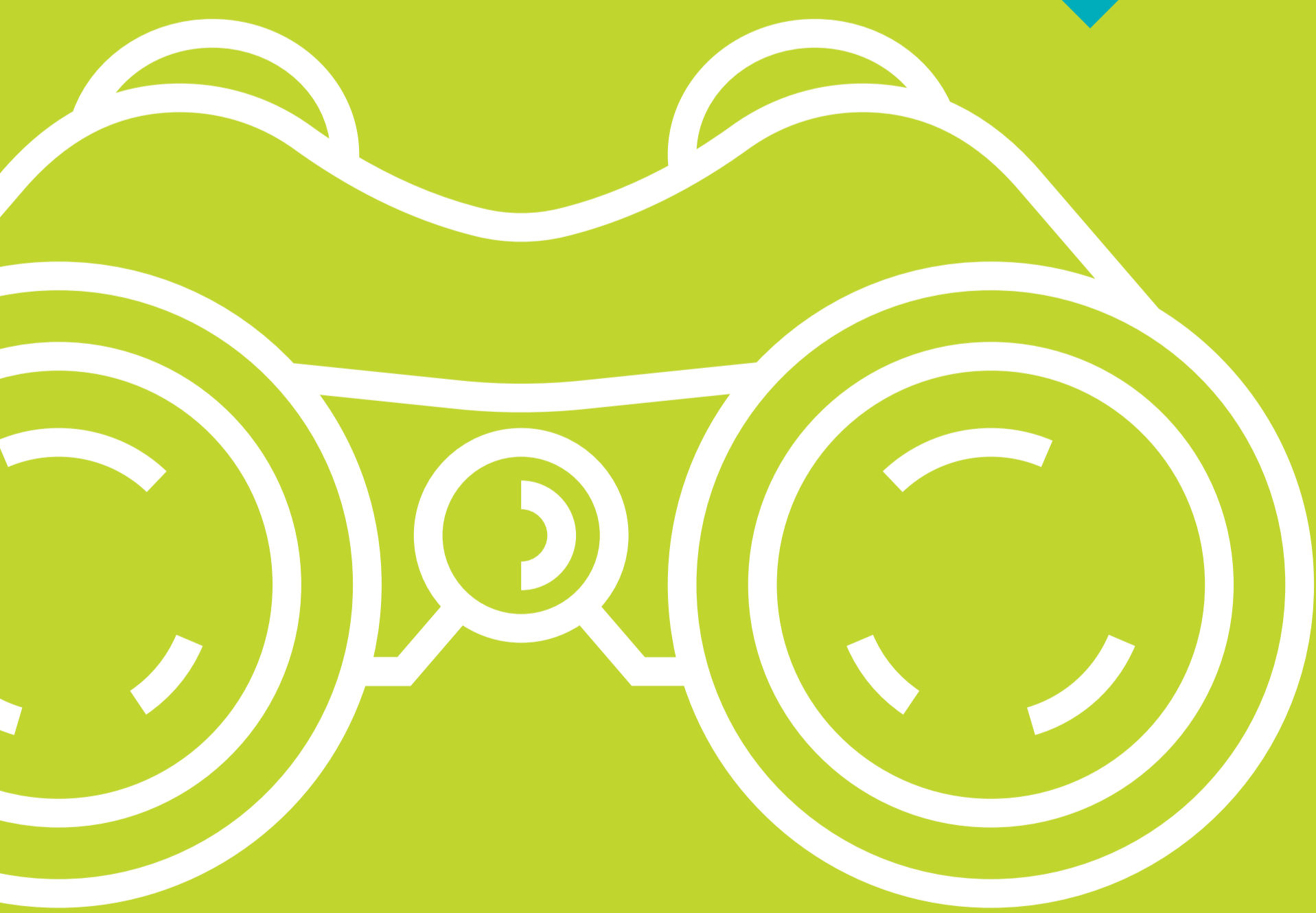
But don't count it out quite yet...



92%

say **360 reviews** from bosses, colleagues, direct reports and clients are helpful

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68%

say they **look forward** to their annual reviews

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71%

say it is fair to base annual **compensation increases** on annual review results

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