

eFeedback Performance Review™

Have Quality web-based employee performance reviews done your way – in less time !

Critical Measures

- Employee behavior competencies
- Multi-Rater Employee / Supervisor gap analysis.
- Employee developmental needs.
- Correlates Employee competencies to periodic pay increases.
- Pay for Performance -Link individual Employee competencies with business outcomes and/or job functions.

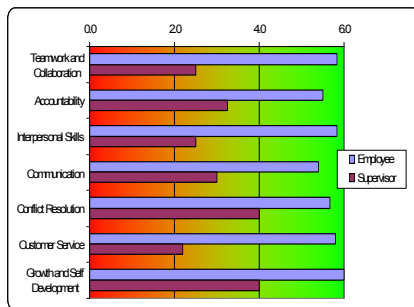
The Process

- Set-up eFeedback survey to fit the organization's standards and performance requirements.
- Administer eFeedback survey.
- Analyze data.
- Review performance review report results.
- Link eFeedback to pay, business objectives, and/or job functions.
- Manager/Supervisor performance review coaching /training.
- Follow up eFeedback survey on a bi-annual or annual basis.

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"The eFeedback Performance Review system allows for a meaningful review feedback to employees as well as simplifies the process and makes it efficient for management to conduct"

*Tom Walker, COO and Executive V.P. of i2E
Tulsa and Oklahoma City, OK.*

What if you could monitor the performance of your employee's much the way you monitor and tune-up the performance of your car? Imagine the competitive edge gained if you could glance at a dashboard view of each employee's performance, reported by employees and supervisors, and then target performance improvement efforts where they are most needed.

Sometimes dreams do come true!

The eFeedback Performance Review (eFeedback) is a web-based employee performance management system that simplifies labor intensive and time consuming employee performance reviews.

By converting the perceptual data of employees and supervisors into a green, yellow, and red light visual display, the eFeedback efficiently reveals what is going well in the employee's level of performance, what needs to be monitored, and what needs immediate attention. And it does so with a minimal time and dollar investment.

Follow up eFeedback surveys every six months to a year allows all employees to continuously see where change and improvement is needed and participate in those changes. Employees have a real sense that the organization knows and values that they perform to their highest level of capability. In this way, the eFeedback helps to create organizational effectiveness through a high performing workforce.

eFeedback score - linked to % Pay Increase

eFeedback Performance Score	Raw Score	Pay Increase	
		Min %	Max %
Exceeds	5.1 - 6.0	4.3%	5.0%
Target	4.1 - 5.0	3.4%	4.2%
Base-Line	2.1 - 4.0	1.8%	3.3%
Needs Improvement	1.0 - 2.0	0.0%	1.7%
Total Score: 3.4			
% Increase:		2.8%	

eFeedback score - Linked to Pay For Performance

Individual eFeedback	% Raise									
	Exceeds	Target	Base-Line	Below	0-2.0	2.1-4.0	4.1-5.0	5.1-6.0	6.1-7.0	7.1-8.0
Exceeds	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	
Target	2.1%	2.5%	2.9%	3.4%	3.8%	4.2%	4.6%	5.0%	5.5%	
Base-Line	1.4%	1.7%	2.0%	2.2%	2.5%	2.8%	3.1%	3.4%	3.6%	
Below	0.8%	1.0%	1.2%	1.4%	1.5%	1.7%	1.9%	2.0%	2.2%	
Raw	50	60	70	80	90	100	110	120	130	
	Minimum Performance		Base Line Performance			Desired Target		Exceeds Performance		
Business Objectives or Job Functions										
Ms. Sample	Score		% Raise							
Individual eFeedback	3.4		2.8%							
Bus. Objectives /Job Function	91		2.5%*							

Company-specific competencies and pay for performance standards and % payouts may be added to report | Data outputs customized | Web-based |
| Process guided by performance review professionals | Individual performance improvement plans supported by senior-level organizational consultants

Please contact us for more information!

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eFeedback Performance Review TM

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The eFeedback is a web-based employee performance management system that simplifies labor intensive and time consuming employee performance reviews.

It delivers a comprehensive report that offers multi-rater employee/supervisor comparisons and pay for performance capability. It provides HR Administrators, Managers, Supervisors, and Organizations with what is needed to conduct year round employee performance development and reviews in a comprehensive yet simple to use web-based application.

Benefits For:

HR Administrators:

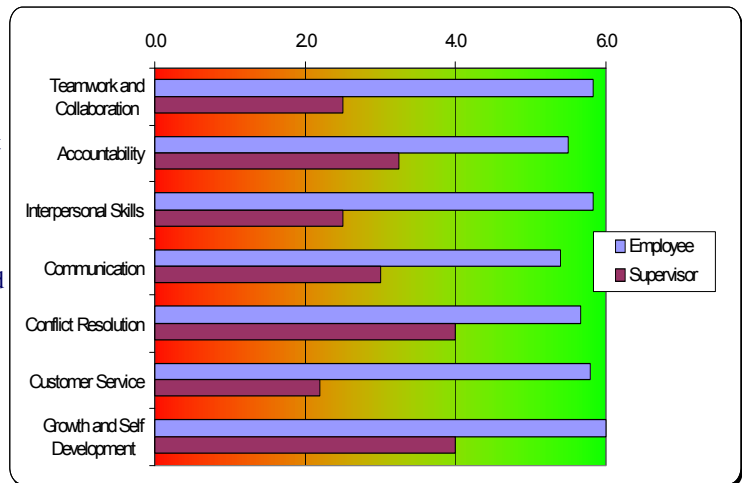
- Eliminates the hassle of paperwork and time figuring employee development matrix.
- Documentation—good for HR and great for defense lawsuits.

Line Managers / Supervisors:

- Provides multi-rater capability to assess employee/supervisor gaps and targets areas of improvement to increase performance and compensation.
 - Offers an Optional eFeedback-Pay For Performance Report, that compares the employee's competencies with overall team performance based on targeted business objective outcomes, and/or technical job functions.

Organizations:

- Increases HR, Manager, and Employee productivity and accountability.
- Improves employee-manager communications.
- Provides valuable decision-making data to leadership easily and quickly.
- Provides a valuable and timely return on investment.



Category	PART I		Sub-category	PART II		
	#	EMPLOYEE Self-Rating and SUPERVISOR rating of Employee		Rating	Avg	
Teamwork and Collaboration	1	Demonstrates cooperativeness in working with others.	Cooperative	6	3	
	2	Seeks and uses others input when needed.	Seeks input	6	2	
	3	Supports others by sharing information and encouraging collaboration.	Supports others	6	2	
	4	Encourages collaboration among team members.	Encourages collaboration	6	2	
	5	Builds team morale and spirit by representing the team/group with pride.	Builds team morale	6	3	
	6	Displays willingness to reschedule individual priorities to meet team responsibilities.	Adaptable	5	3	
				5.8	2.5	
Accountability	7	Fulfills job requirements by meeting milestones/outcome measures.	Meets expectations, dependable	6	3	
	8	Effectively manages time and priorities to ensure assigned work is accomplished on time.	Completes work on time	5	2	
	9	Is regular in attendance at work, required meetings and work activities.	Regular attendance	6	4	
10	Is very punctual in being on time to work, meetings, and required work activities.	Punctual	5	4		
				5.5	3.3	
Interpersonal Skills	11	Follows instructions, policies & processes with minimal supervision.	Works with minimal supervision	6	3	
	12	Feels capable of performing all assigned work successfully.	Confident in capability	6	4	
	13	Can speak out and defend a position even when others disagree.	Self-confident to tackle challenges	6	4	
	14	Demonstrates integrity (trustworthy & honest in keeping and fulfilling expectations).	Trustworthiness	6	2	
	15	Has high energy and is motivated to exceed what is required or expected.	Initiative	6	1	
	16	Seeks to understand others point of view, feelings, and behavior before being understood.	Empathy	5	1	
				5.8	2.5	
Communication	17	Effective in creating an atmosphere of open exchange of ideas and dialogue.	Effective in open dialogue	5	2	
	18	Uses an inviting and engaging style to capture the attention of the speaker or audience.	Inviting and engaging	5	2	
	19	Writes in a clear, convincing and organized manner.	Writing Skills	6	3	
	20	Pays attention to and listens.	Listens	6	4	
	21	Asks questions to clarify what the other person is saying.	Active listener	5	4	
				5.4	3.0	
Conflict Resolution	22	Actively confronts disagreements and conflicts by bringing them to the surface for discussion.	Identifies potential conflict	6	5	
	23	When disagreements arise, keeps communication open until the situation is resolved.	Coordinates win win interaction	6	4	
	24	Has the ability to communicate the desires of all the parties involved.	Maintains objectivity	5	3	
				5.7	4.0	
Customer Service	25	Is able to maintain positive relationships with customers (clients, service providers, investors).	Positive Customer relations	6	3	
	26	Anticipates and pays attention to underlying or unexpressed needs of customer.	Anticipates needs	6	3	
	27	Takes responsibility for resolving the customer's questions, problems, or issues.	Takes responsibility	6	1	
	28	Willing to change approach or method to best fit a customer's need.	Flexible	5	2	
29	Develops a partnership and is a trusted consultant/advisor to the customer over time.	Is a trusted consultant/advisor	6	2		
				5.8	2.2	
Growth & Self-Development	30	Enhances knowledge and skills by participating in learning activity outside the workplace	Self-development and improvement	6	0	
	31	Willing to accept constructive feedback and learn from experience.	Accepts feedback and guidance	6	4	
				6.0	2.0	
SUMMARY	Scoring Criteria		Raw Scoring Key		Total Average Distribution Weight	
	(Below Expectations)		1.0	2.0		0.20
	(Meets Expectations)		2.1	4.0		
	(Target Expectations)		4.1	5.0		
	(Exceeds Expectations)		5.1	6.0		
Raw Score			3.4			
				6.0	2.78	
				0.20	0.80	
				1.14	2.22	

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