ARE YOU READY TO ELIMINATE RATINGS?
QUALITATIVE AND QUANTITATIVE INDICATORS

		√ IF YES
1)	Is your current performance rating process broken for employees and managers?	
2)	Are your leaders willing to support re-engineering the management of rewards and careers without ratings?	
3)	Is there general acknowledgement that your business performance is driven by group contributions, as much or more than by individual contributions?	
4)	Do you have a solid process to identify, on an on-going basis, business critical roles or projects and contributions (by individuals or teams)?	
5)	Are you willing to modify your pay for performance philosophy potentially by reducing the tight link between performance and pay opportunities?	
6)	Are you willing to reduce the link between performance and career progression?	
7)	Do your workforce analytics indicate your current performance ratings are of questionable value (e.g., extreme stability, extreme positively skew, possible race/gender/age bias)?	
8)	Do you have poor or declining scores in employee surveys related to performance management practices (feedback, careers, rewards, fairness)?	