DIVERSITY & INCLUSION BEST-PRACTICE

FAIR PERFORMANCE APPRAISAL

- Add bias prompts to appraisal forms
- Use performance rubrics
- Constrain the open box
- Set criteria at beginning of performance period
- Weight rating criteria
- Use rating scales
- Limit the rating scale
- Abandon forced ratings
- Involve multiple perspectives
- Be alert for confirmation bias
- Structure the calibration process
- Adjust the frequency of reviews
- Monitor ratings for bias
- Develop mindful inclusion capability

CONTACT US

SUITE 3, LEVEL 27
GOVERNOR MACQUARIE TOWER
1 FARRER PLACE
SYDNEY NSW 2000

W: WWW.INCLUDE-EMPOWER.COM
E: INFO@CULTUREPLUSCONSULTING.COM
T: +61 2 8001 6166