

## Are you a Performance Management

# AVOIDER?

- I don't like judging people.
- I'm afraid that if I address performance, people won't like me.
- I end up arguing with my employees about their performance.
- I'm afraid my assessments about performance are unfair.
- I'm terrible at talking with people about their performance.
- I never know if I'm going to get in trouble by saying the wrong thing.
- I don't like the performance evaluation form, so I avoid it.
- I hate all the paperwork involved with performance evaluations.
- No one really values the evaluations, so why should I do them?
- I'm not good at keeping performance records on my employees.
- I prefer to give my employees informal feedback.
- Overall, my employees are doing a good job, so why should I "rock the boat" with a performance review?

If you checked three or more items on this list, contact the Office of Human Resources at [HR@seattlearch.org](mailto:HR@seattlearch.org) or 206-382-4570 (toll-free 800-261-4749) and ask for a copy of the book *Painless Performance Evaluations*.

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