



Q11. Progress in Last Six Months

In the last six months, someone at work has talked to me about my progress.

Help Me Review My Contributions

Employees need to understand how they are doing, how their work is perceived and where their work is heading.

Less than half of employees in Gallup's global database strongly agree that someone has talked with them about their progress in the last six months.

Three Characteristics of the Most Effective Performance Feedback



Strengths-Based: Focus on improving strengths and managing weaknesses.



Engagement-Focused: Ensure that your employees' workplace needs are met.



Performance-Oriented: Concentrate on making sure that performance outcomes are clear and objective.