



Differences between performance review and assessment

The chart below shows the changes in focus between a performance review and an assessment. In practice these differences may not always be very explicit.

Performance review

- Acquiring information regarding the quality of job performance
- Mutual expectations with regards to performance, cooperation, work behavior
- Geared towards agreement, optimization of job execution
- Positive influence on the work situation through supervision and development
- Begin of or continuation of a development
- Informal nature; there is no objection procedure
- Equal discussion partners despite the functional difference in position and responsibility
- Joint perspective
- Dialogue
- Employee's role is active

Assessment

- Passing judgment on job performance, delivered work.
- Job execution compared to job requirements
- An assessment is geared towards the formal report of an assessment
- Awarding a negative or positive award
- Closure
- Formal in nature; there is an objection procedure
- Hierarchical relation; the assessed is subordinate to the assessor
- Balanced assessment
- One-sided conversation
- Employee's role is passive