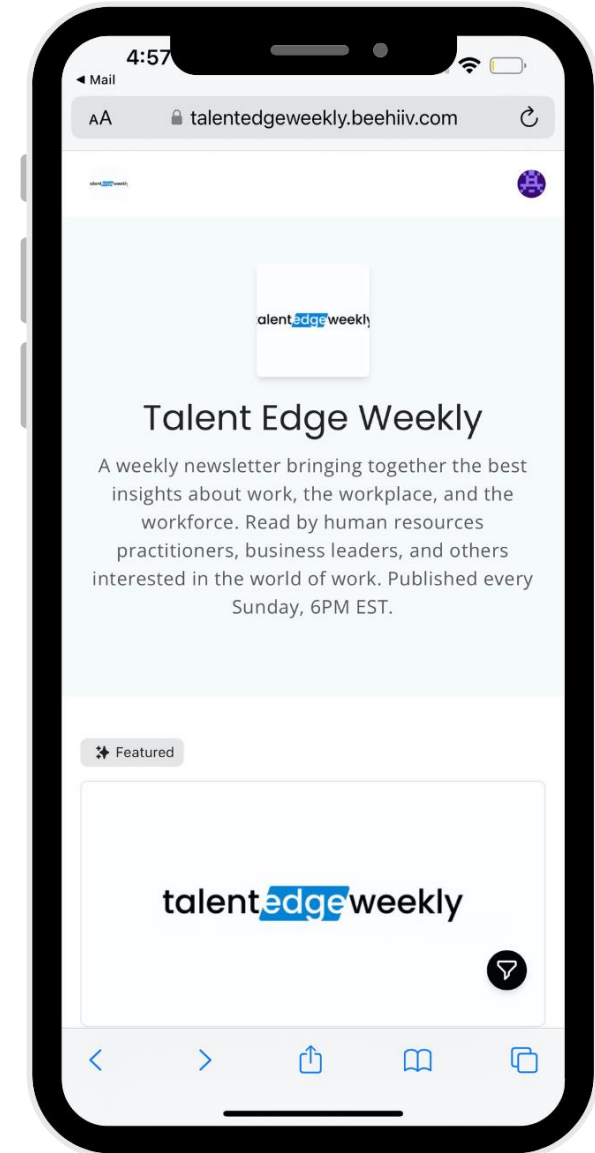# talent**edge**weekly

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Performance Management Playlist

The 5 resources below help answer questions related to different aspects of performance management (PM). Click the link in the second column to access the source document.

PM-Related Question	Resource to Help Answer	Sample Points Made
What PM practices do organizations use (and don't use) today?	[2023 Global Performance Management Report](#) | The Talent Strategy Group	**Based on responses from over 300 organizations worldwide representing all sizes,** 90% use performance ratings; nearly 50% ask employees to assign themselves a rating; 17% enforce a rating distribution.
How can employee well-being be integrated into PM?	[How to Win the War for Talent Through Performance Management](#) | Gartner	**PM feedback discussions can incorporate 3 types of well-being conversations, including disruption-focused conversations,** which address how employees are coping with disruptions that can impact performance (e.g., change in responsibilities, loss of key team members, etc.).
What are the triggers for when employee goals might be adjusted?	[Combine Goal Utility and Goal Alignment to Maximize Performance](#) | Gartner	**There are 5 trigger types that might prompt a review and update to an employee's goals off-cycle, including Strategic or Financial Triggers** (e.g., sudden change in financial performance, market disruption, etc.).
How can we mitigate bias in PM?	[Mitigating Bias in Performance Management](#) | Deloitte Insights	**Calibrate throughout the performance life cycle—check if goals are set at the same level of difficulty for people doing similar jobs,** and define upfront what successful or excellent performance will look like for each goal.
How can we use PM to enable collaboration across business units and cross-functional silos?	[Performance Management Shouldn't Kill Collaboration](#) | Harvard Business Review	**Aside from setting individual performance goals, consider cross-silo goals** (broad shared goals that focus on big challenges and can be achieved within a year (e.g., cutting the time to market for new products by half) and **Team goals** that measure team-level results and hold people accountable for raising the performance of their whole working group.

Other Resources

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