

WEI Member Companies' performance management trends.

Over the next 2-3 years, how likely is your organization to:	Currently Implemented	Likely to Implement	Unlikely to Implement
Require leaders to conduct frequent coaching sessions with their employees.	44%	31%	25%
Set "stretch" or more challenging performance goals year-over-year.	31%	38%	31%
Ask employees to provide performance feedback to their immediate supervisor (and include in supervisor's appraisal).	19%	31%	50%
Allow leaders more discretion in deciding the amount of compensation awards given to their employees.	19%	31%	50%
Use peer-level feedback as part of performance appraisal evaluations.	12%	38%	50%
Eliminate individual performance review ratings.	6%	6%	88%
Force a distribution of employees' performance across rating categories.	6%	0%	94%
Change the way competencies are used as part of performance management.	0%	63%	38%
Force-rank employees based on their performance.	0%	0%	100%
Eliminate the use of annual performance reviews.	0%	0%	100%

¹ Applies to exempt-level positions only.