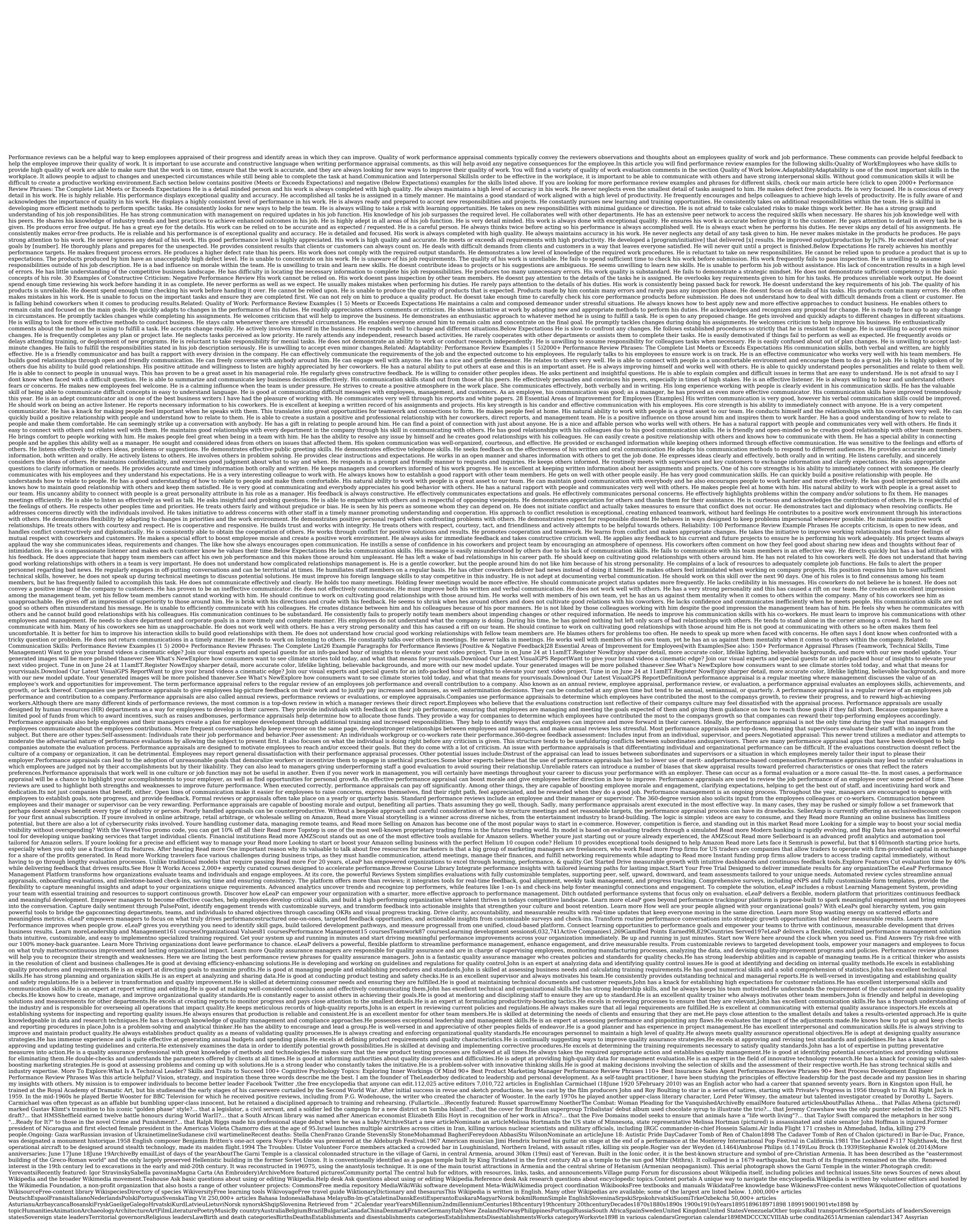
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daysKorean calendar4231Minguo calendar4231Minguo calendar14 before ROC14Nanakshahi calendar430Thai solar calendar24402441Tibetan calendar(female Fire-Rooster)2024 or 1643 or 871to(male Earth-Dog)2025 or 1644 or 872Wikimedia Commons has media related to 1898.1898 (MDCCCXCVIII) was a common year starting on Saturday of the Gregorian
calendarand a common year starting on Thursday of the Julian calendar, the 1898th year of the 2ndmillennium, the 98th year of the 19thcentury, and the 9th year of the 1890s decade. As of the start of 1898, the Gregorian calendar was 12 days ahead of the Julian calendar, and the 9th year of the 1890s decade. As of the start of 1898, the Gregorian calendar was 12 days ahead of the Julian calendar, and the 9th year of the 1890s decade.
which remained in localized use until 1923. Calendar year 1898 world mapJanuary 1 New York City annexes land from surrounding counties, creating the City of Greater New York as the world's second largest. The city is geographically divided into five boroughs: Manhattan, Brooklyn, Queens, The Bronx and Staten Island. January 13 Novelist mile
Zola's open letter to the President of the French Republic on the Greyfus affair, J'Accuse!, is published on the front page of the Paris daily newspaper L'Aurore, accusing the government of wrongfully imprisoning Alfred Dreyfus and of antisemitism. February 12 The automobile belonging to Henry Lindfield of Brighton rolls out of control down a hill in
Purley, London, England, and hits a tree; thus he becomes the world's first fatality from an automobile accident on a public highway.[1]February 15 SpanishAmerican War: The USSMaine explodes and sinks in Havana Harbor, Cuba, for reasons never fully established, killing 266 men. The event precipitates the United States' declaration of war on
Spain, two months later. February 15: USSMaine is sunk. February 23 mile Zola is imprisoned in France, after writing J'Accuse!. March 1 Vladimir Lenin creates the Russian Social Democratic Labour Party in MinskMarch 14 Association football and sports club BSC Young Boys is established in Bern, Switzerland, as the Fussballclub Young Boys. March
16 In Melbourne the representatives of five colonies adopt a constitution, which will become the basis of the Commonwealth of Australia. [2] March 24 Robert Allison of Port Carbon, Pennsylvania, becomes the first person to buy an American-built automobile, when he buys a Winton automobile that has been advertised in Scientific American. March 26
The Sabie Game Reserve in South Africa is created, as the first officially designated game reserve. April 5 Annie Oakley promotes the service of women in combat situations, with the United States military. On this day, she writes a letter to President McKinley "offering the government the services of a company of 50 'lady sharpshooters' who would
provide their own arms and ammunition should war break out with Spain."[3]April 22 SpanishAmerican War: The United States Navy begins a blockade of Cuban ports and the USSNashville captures a Spanish merchant ship.April 23 SpanishAmerican War: The United States Navy begins a blockade of Cuban ports and the USSNashville captures a Spanish merchant ship.April 23 Spanish Mary officers led by naval minister Segismundo Bermejo decides Navy begins a blockade of Cuban ports and the USSNashville captures a Spanish merchant ship.April 23 Spanish Mary officers led by naval minister Segismundo Bermejo decides Navy begins a blockade of Cuban ports and the USSNashville captures a Spanish Mary officers led by naval minister Segismundo Bermejo decides Navy begins a blockade of Cuban ports and the USSNashville captures a Spanish Mary officers led by naval minister Segismundo Bermejo decides Navy begins a blockade of Cuban ports and the USSNashville captures a Spanish Mary officers led by naval minister Segismundo Bermejo decides Navy begins a blockade of Cuban ports and the USSNashville captures a Spanish Mary officers led by naval minister Segismundo Bermejo decides Navy begins a blockade of Cuban ports and the USSNashville captures a Spanish Mary officers led by naval minister Segismundo Bermejo decides Navy begins a blockade of Cuban ports and the USSNashville Cuban ports and 
to send Admiral Pascual Cervera's squadron to Cuba and Puerto Rico. April 25 SpanishAmerican War: The United States declares war on Spain; the U.S. Congress announces that a state of war has existed since April 20). In Essen, German company Rheinisch-Westflisches Elektrizittswerk RWE is founded.
[4]April 26 An explosion in Santa Cruz, California, kills 13 workers, at the California Powder Works. [5]April 29 The Paris Auto Show, the first battle of Manila Bay: Commodore Dewey destroys the Spanish squadron, in the first battle of the war,
as well as the first battle in the Philippines Campaign. May 79 Bava Beccaris orders troops to fire on a rally in Milan, Italy. May 8 The first games
of the Italian Football Federation are played, in which Genoa played against Torino. May 12 SpanishAmerican War: The Puerto Rican Campaign begins, with the Bombardment of San Juan. May 22 The German Federation football club SV Darmstadt 98 is formed. May 27 The territory of Kwang-Chou-Wan is leased by China to France, according to the
Treaty of 12 April 1892, as the Territoire de Kouang-Tchou-Wan, forming part of French Indochina.[7]May 28 Secondo Pia takes the first photographs of the Shroud of Turin and discovers that the image on the Shroud itself appears to be a photographs of the Philippines as conceived by General Emilio Aguinaldo. The blue is
of a lighter shade than the currently mandated royal blue, the sun has eight points as currently but many more rays and it has a mythical face. June 1 The Trans-Mississippi Exposition World's Fair opens, in Omaha, Nebraska. June 7 William Ramsay and Morris Travers discover neon at their laboratory at University College London, after extracting it
from liquid nitrogen.[8]June 9 The British government arranges a 99-year rent of Hong Kong from China. June 10 Tuone Udaina, the last known speaker of the Dalmatian language, is killed in an explosion. June 12 Philippine Declaration of
Independence: After 333 years of Spanish dominance, General Emilio Aguinaldo declares the Philippines' independence from Spain. June 13 Yukon Territory is formed in Canada, with Dawson chosen as its capital. June 19 Food processing giant Nabisco is founded in New Jersey. [pageneeded] June 21 Spanish American War: The United States captures
Guam, making it the first U.S. overseas territory. June 28 Effective date of the Curtis Act of 1898 which will lead to the dissolution of tribal and communal lands in Indian Territory and ultimately the creation of the State of Oklahoma in 1907. August 28: Caleb Bradham names his soft drink Pepsi-ColaJuly 1 SpanishAmerican War: Battle of San Juan Hill
United States troops (including Buffalo Soldiers and Theodore Roosevelt's Rough Riders) take a strategic position close to Santiago de Cuba from the Spanish Navy's Caribbean Squadron. American adventurer Joshua Slocum completes a 3-year solo
circumnavigation of the world. July 4 En route from New York to Le Havre, the ocean liner SSLa Bourgogne collides with another ship and sinks off the coast of Sable Island with the loss of 549 lives. July 7 The United States General William
R. Shafter take the city of Santiago de Cuba from the Spanish.July 18 "The Adventures of Louis de Rougemont" first appear in The Wide World Magazine, as its August 1898 issue goes on sale.[11]July 25 SpanishAmerican War: Hostilities
end between American and Spanish forces in Cuba. August 13 Spanish American War: Battle of Manila By prior agreement, the Spanish commander surrenders the city of Manila to the United States, in order to keep it out of the hands of Filipino rebels, ending hostilities in the Philippines. August 20 The Gornergrat railway opens, connecting Zermatt
to the Gornergrat in Switzerland. August 21 Clube de Regatas Vasco da Gama is founded in Rio de Janeiro. August 23 The Southern Cross Expedition, the first British venture of the Heroic Age of Antarctic Exploration, sets sail from London. August 24 Chickasaw and Choctaw tribes sign the Atoka Agreement, a requirement of the Curtis Act of
1898. August 25 700 Greeks and 15 Englishmen are slaughtered by the Turks in Heraklion, Greece, leading to the establishment of the autonomous Cretan State. August 28 American pharmacist Caleb Bradham names his soft drink Pepsi-Cola. September 2 Battle of Omdurman (Mahdist War): British and Egyptian troops led by Horatio Kitchener defeat
 Sudanese tribesmen led by Khalifa Abdullah al-Taashi, thus establishing British dominance in the Sudan. 11,000 Sudanese are killed and 1,600 wounded in the battle.[12]September 10 Italian anarchist Luigi Lucheni assassinates Empress Elisabeth of Austria in Geneva, as an act of propaganda of the deed. September 18 Fashoda Incident: A powerful
flotilla of British gunboats arrives at the French-occupied fort of Fashoda on the White Nile, leading to a diplomatic stalemate, until French troops are ordered to withdraw on November 3.September 21Empress Dowager Cixi of China engineers a coup d'tat, marking the end of the Hundred Days' Reform; the Guangxu Emperor is arrested. Geert
Adriaans Boomgaard of Groningen in the Netherlands becomes the world's first validated supercentenarian. October 3 Battle of Sugar Point: Ojibwe tribesmen defeat U.S. government troops, in northern Minnesota. October 6 The Sinfonia
Club, later to become the Phi Mu Alpha Sinfonia fraternity, is founded at the New England Conservatory of Music in Boston by Ossian Everett Mills. October 21 General Leonard Wood, the U.S. military governor of Cuba, issues a proclamation guaranteeing personal
rights to the Cuban people.[14]October 22 In a race riot near Harperville, Mississippi in the U.S., 14 African-Americans and one white person are killed.[14]October 23 An anarchist, suspected of plotting the assassination of Germany's Kaiser Wilhelm II, is arrested in Egypt at Alexandria.[14]October 24 The last Spanish soldiers in Puerto Rico, led by
General Ortega, depart on ships to return to Spain.[14]U.S. President William McKinley extended to January 1, 1899.[14]Chinese soldiers attack a party of British engineers at the Marco Polo Bridge on the Beijing to Hankou railway
[14]October 26 A collision between two Japanese steamers at sea kills 60 Japanese sailors. [14]The U.S. begins the release and repatriation of Spanish Navy sailors who had been taken as prisoners of war in the Philippines, and sends them back to Spain.
trial in the Dreyfus case.[14] The Court grants the request on October 29 France's Court of Cassation grants a rehearing on the Dreyfus case.[14] The Court grants the request on October 30 The Imperial Russian government announces
that the leaders of the world's major nations have accepted the invitation of the Tsar to take part in a proposed conference on disarmament. [14]October 31 The Lutheran Church of the Virgin Mary's home, to Germany's Roman
Catholics.[14]Count kuma Shigenobu, Japan's Prime Minister, announces his resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the resignation of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of France following the Residual of Henri Brisson.[14]November 1 Charles Dupuy forms a new government as Prime Minister of Henri Brisson.[15]November 1 Charles Dupuy forms a new government as Prime Minister of Henri Brisson.[15]November 1 Charles Dupuy forms a new government as Prime Minister of Henri Brisson.[15]November 1 Charles Dupuy forms a new government as Prime Minister of Henri Brisson.[15]November 1 Charles Dupuy forms a new government as Prime Minister of Henri Brisson.[15]November 1 Charles Dupuy forms a new government as Prime Minister of Henri Brisson.[15]November 1 Charles Dupuy forms a new government as Prime Minister o
at Port Arthur and the British warships at Wei-Hai-Wei are readied for battle.[14]November 5 Negros Revolution: Filipinos on the island of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish the short-lived Republic of Negros revolt against Spanish rule and establish r
proceed from Tientsin to Beijing. In the U.S., the collapse of a theater under construction in Detroit kills 11 workmen. [14] November 6 The Japanese ambassador to China meets with the Emperor and the Empress Dowager at Beijing. [14] November 7 The final meeting of the Cuban Assembly of the Repblica de Cuba en Armas, which had been founded
in 1895 during the Cuban War of Independence, is called to order by General Calixto Garca in the city of Santa Cruz del Sur. Domingo Mndez Capote is elected as president of the assembly. November 8 Elections are held in the U.S. for all 357 seats in the House of Representatives, as well as for the governors and state legislature of 25 of the 45
states. With 179 needed for a majority, the Republican Party maintains control with 187 seats, despite losing 19; the Democratic party gains 37 to reach 124 seats; the Populist party losses all but five of its 22 seats, and the other 4 seats are controlled by smaller parties. Among Governors elected are Theodore Roosevelt as Governor of the state of
New York.[14]Count Yamagata Aritomo forms a new government as Prime Minister of Japan.[14]November 9 In the U.S., the racial violence in Phoenix, South Carolina, comes to an end after 12 African-Americans had been lynched.[14]November 10 The Wilmington insurrection of 1898 begins as a coup d'tat by the white Democratic Party of the U.S.
state of North Carolina against the Republican Mayor of Wilmington. On the first day, a building housing a negro newspaper is burned and eight African Americans are killed. [14] The new United Central American States, a merger of El Salvador, Honduras and Nicaragua, places its capital in the Nicaraguan city of Chinandega. [14] Bartolom Mas, the
President of the Repblica de Cuba en Armas that had been founded during the Cuban War of Independence, resigns.[14] November 12 The Earl of Minto takes office as the new Governor General of Canada.[14] November 17 Fighting
begins in Pana, Illinois, between striking white coal miners and black miners hired to replace them.[14]November 18 The wreck of the ship Atalanta off the coast of the U.S. state of Oregon kills 28 of the 30 crew aboard.[14]November 19 In U.S. college football, Harvard University defeats Yale University, 17 to 0, to close the season unbeaten.
[14] November 21 At the Paris conference to end the Spanish-American War, the U.S. commissioners offer $20,000,000 for purchase of the Philippines from Spain. [15] November 26 General Ramn Blanco resigns as the spanish Governor
General of Cuba and is replaced by General Adolfo Jimnez Castellanos.[15] The U.S. Marines arrive on USS Boston at Tientsin in China in order to guard the American legation at
Beijing.[15]November 27 All 115 people aboard the American steamer SS Portland are killed when the ship founders off the U.S. to purchase the Philippines.[15]November 20 The United Central American States, a merger of
Nicaragua, Honduras and El Salvador, is formally dissolved after the government and assumes a dictatorship over the South American nation.[15]The French government decrees a ban on imports of fruit and plants from the
United States.[15]December 2 The French Chamber of Deputies declines to endorse the policies of Prime Minister Depuy, with the vote failing 228 to 243.[15]President Alfaro of Ecuador suspends the govnerment and assumes a dictatorship over the South American nation.[15]December 2 The Republic of Nicaragua issues a decree announcing its
return to sovereignty as a separate nation after its union with El Salvador and Honduras collapses.[15]December 4 President Zelaya of Nicaragua appoints a new cabinet free of ministers from El Salvador or Honduras.[15]December 5 A fire at a
factory in the Russian city of Vilana (now Vilnius in Lithuania) kills 15 women and girls, most of whom die after jumping from the windows.[15]December 6 The Chancellor of Germany opens the new session of the Reichstag and asks for an increase in the budget for the German Army.[15]December 9 The first of the two Tsavo Man-Eaters is shot by
John Henry Patterson; the second is killed 3 weeks later, after 135 railway construction workers have been killed by the lions. December 10 The French Chamber of Deputies voes 403 to 78 in favor of the Depuy government. [15] December 15 A warrant issued in Paris for the
arrest of Count Ferdinand Esterhazy in connection with the Dreyfus case.[15]A new President of the Swiss Confederation is elected.[15]The French Indochina.[15]December 18 Gaston de Chasseloup-Laubat sets the first official land speed
record in an automobile, averaging 63.15km/h (39.24mph) over 1km (0.62mi) in France.December 21 Prince George of Greece arrives in Crete as its High Commissioner, and is escorted by the flagships of four nations.[16]December 25 Penny postage goes into effect throughout the British Empire, setting the cost of mailing a letter to most British
colonies at one pence. Rates remain the same for mail to Australia, New Zealand and the Cape Colony.[16]December 27 The French government delivers its secret dossier on the Dreyfus case to the Court of Cassation.[16]December 28 The Swiss
village of Airolo is buried in an avalanche.[16]December 29 The Moscow Art Theatre production of The Seagull by Anton Chekhov opens.[17]King Umberto of Italy commutes the sentences of all prisoners who had been given the death penalty.[16]December 31 Chief Justice Chambers of the Samoan Supreme Court rules that Malietoa Tanus is entitled
to become King of Samoa, and holds that Mataafa is barred by the Treaty of Berlin.[16]French serial killer Joseph Vacher is executed at Bourg-en-Bresse.[18]The first volume of the Linguistic Survey of India is published in Calcutta.Gracie FieldsKaj MunkSergei EisensteinRandolph ScottDenjir kchiBertolt BrechtLe SzilrdEnzo FerrariSoong Mei-
lingEben DngesJanuary 1 Viktor Ullmann, Austrian composer, conductor and pianist (d. 1944)January 3 John Loder, British actor (d. 1965)January 9 Gracie Fields, British singer, actress and comedian (d. 1979)January 10 Katharine Burr
Blodgett, American physicist and chemist (d. 1979)January 13 Kaj Munk, Danish playwright, Lutheran pastor and martyr (d. 1944)January 16 Margaret Booth, American cinematographer (d. 1964)Shah Ahmad Shah
Qajar of Persia (d. 1930)January 22 Sergei Eisenstein, Russian and Soviet film director (d. 1948)Elazar Shach, Lithuanian-born Israeli Haredi rabbi (d. 2001)January 23 Randolph Scott, American film actor (d. 1948)Elazar Shach, Lithuanian-born Israeli Haredi rabbi (d. 2001)January 24 Karl Hermann Frank, German Nazi official, war criminal (d. 1946)January 25 Hymie Weiss, Polish-American mob boss (d. 1947)January 26 Hymie Weiss, Polish-American mob boss (d. 1948)January 27 Hymie Weiss, Polish-American mob boss (d. 1948)January 28 Hymie Weiss, Polish-American mob boss (d. 1948)January 29 Hymie Weiss, Polish-American mob boss (d. 1948)January 20 Hymie Weiss, Polish-American mob boss (d. 1948)January 21 Hymie
1926) January 28 Milan Konjovi, Serbian painter (d. 1993) January 31 Hubert Renfro Knickerbocker, American journalist and author (d. 1949) February 3 Alvar Aalto, Finnish architect (d. 1976) February 5 Denjir kchi, Japanese actor (d. 1962) Ralph McGill, American journalist
and editorialist (d.1969) February 6 Melvin B. Tolson, American poet, educator, columnist, and politician (d. 1966) February 10 Bertolt Brecht, German writer (d. 1945) February 11 Henry de La Falaise, French film director, Croix
de guerre recipient (d. 1972)Le Szilrd, Hungarian-American physicist (d. 1964)February 12Wallace Ford, British actor (d. 1966)Roy Harris, American composer (d. 1974)February 15Tot, Italian comedian, actor, poet, and songwriter (d. 1967)Allen
Woodring, American runner (d. 1982) February 18Enzo Ferrari, Italian race car driver, automobile manufacturer (d. 1988) Luis Muoz Marn, Puerto Rican poet, journalist and politician (d. 1980) February 24 Kurt Tank, German aeronautical engineer (d. 1983) February 25 William Astbury, English physicist, molecular biologist (d. 1961) February 28 Hugh
O'Flaherty, Irish Catholic priest (d. 1963)Molly Picon, American actress, lyricist (d. 1992)March 2 Amlia Rey Colao, Portuguese actress and impresario (d. 1986)March 5Zhou Enlai, Premier of the People's Republic of China (d. 1976)Soong Mei
ling, First Lady of China (d. 2003)March 6 Therese Giehse, German actress (d. 1975)March 8 Eben Dnges, acting Prime Minister of South Africa (d. 1968)March 11 Dorothy Gish, American actress (d. 1968)March 13 Henry Hathaway, American film director,
producer (d. 1985)March 14 Reginald Marsh, American painter (d. 1984)March 21 Paul Alfred Weiss, Austrian biologist (d. 1984)March 23 Joyce Carey, English actress (d. 1993)Paul RobesonJim FouchApril 1 William James Sidis, American
mathematician (d. 1944)April 2 Harindranath Chattopadhyay, Indian poet, actor and politician (d. 1990)April 3George Jessel, American actress (d. 1940)April 5 Solange d'Ayen, French noblewoman, Duchess of Ayen and journalist (d. 1976)[20]April 4 Agnes Ayres, American actress (d. 1940)April 5 Solange d'Ayen, French noblewoman, Duchess of Ayen and journalist (d. 1976)[20]April 4 Agnes Ayres, American actress (d. 1940)April 5 Solange d'Ayen, French noblewoman, Duchess of Ayen and journalist (d. 1976)[20]April 6 Agnes Ayres, American actress (d. 1940)April 7 Agnes Ayres, American actress (d. 1940)April 8 Agnes Ayres, American actress (d. 1940)April 8 Agnes Ayres, American actress (d. 1940)April 9 Agnes Ayres, Ayres, Ayres, Ay
9Paul Robeson, African-American actor, singer and political activist (d. 1976)Atsushi Watanabe, Japanese film actor (d. 1962). April 12 Lily Pons, French-American opera singer, actress (d. 1976)April 14Lee Tracy, American actor (d. 1968) Harold Stephen Black, American electrical
engineer (d. 1983)April 19 Constance Talmadge, American actress (d. 1973)April 26 Vicente Aleixandre, Spanish writer, Nobel Prize laureate (d. 1970)April 27 Ludwig Bemelmans, Austrian-American writer and illustrator (d. 1962)April 29 E. J.
Bowen, British chemist (d. 1980)May 2 Henry Hall, British bandleader (d. 1989)May 3Golda Meir, Prime Minister of Israel (d. 1978)[21]Septima Poinsette Clark, American educator and civil rights activist (d. 1989)May 5Blind Willie McTell, American singer (d. 1959)Hans Heinrich von Twardowski, German actor (d. 1958)May 6 Konrad Henlein,
Sudeten German Nazi leader (d. 1945)May 13 Hisamuddin of Selangor, King of Malaysia (d. 1960)May 15Arletty, French model, actress (d. 1992)Tom Wintringham, British politician and historian (d. 1956)May 17Anagarika Govinda, German
buddhist lama (d. 1985)A. J. Casson, Canadian painter (d. 1992)May 23 Frank McHugh, American actor (d. 1984)May 21 Armand Hammer, American entrepreneur, art collector (d. 1986)May 25 Robert Aron, French historian and writer (d. 1981)May 24 Helen B. Taussig, American cardiologist (d. 1986)May 25 Robert Aron, French historian and writer (d. 1981)May 24 Helen B. Taussig, American cardiologist (d. 1986)May 25 Robert Aron, French historian and writer (d. 1986)May 26 Robert Aron, French historian and writer (d. 1986)May 27 Robert Aron, French historian and writer (d. 1986)May 28 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 29 Robert Aron, French historian and Writer (d. 1986)May 20 Robert Aron, French historian and Writer 
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founder of The Royal Ballet (d. 2001)Jim Fouch, 5th President of South Africa (d. 1980)June 10 Michel Hollard, French Resistance hero (d. 1972)Harry Patch, British World War I soldier, the last Tommy (d. 2009)June 22Weeratunge Edward Perera,
Malaysian educator, businessman and social entrepreneur (d. 1982) [June 23 Winifred Holtby, English novelist and journalist (d. 1978) June 30 George Chandler
American actor (d. 1985)Josef Jakobs, German spy (d.1941)Stefanos StefanopoulosIsidor Isaac RabiRegis ToomeyLeopold InfeldAlfons GorbachHoward FloreyGeorge GershwinJuly 2George J. Folsey, American cinematographer (d. 1988)Anthony McAuliffe, American general (d. 1975)July 3Donald Healey, English motor engineer, race car driver (d. 1988)Anthony McAuliffe, American general (d. 1975)July 3Donald Healey, English motor engineer, race car driver (d. 1988)Anthony McAuliffe, American general (d. 1975)July 3Donald Healey, English motor engineer, race car driver (d. 1988)Anthony McAuliffe, American general (d. 1975)July 3Donald Healey, English motor engineer, race car driver (d. 1988)Anthony McAuliffe, American general (d. 1975)July 3Donald Healey, English motor engineer, race car driver (d. 1988)Anthony McAuliffe, American general (d. 1975)July 3Donald Healey, English motor engineer, race car driver (d. 1988)Anthony McAuliffe, American general ge
1988)Stefanos Stefanopoulos, Prime Minister of Greece (d. 1982)July 4Gulzarilal Nanda, Indian politician, economist (d. 1962)July 7Teresa Hsu Chih, Chinese-born Singaporean social worker, supercentenarian (d. 2011)Arnold Horween, American
Harvard Crimson, NFL football player (d. 1985)July 8 Vic Oliver, Austrian-born British actor (d. 1979)July 14Happy Chandler, American photographer (d. 1991)Youssef Wahbi, Egyptian actor, film director (d. 1982)July 17 Berenice Abbott, American photographer (d. 1991)July 18 John Stuart, Scottish actor (d. 1979)July 22Stephen
Vincent Bent, American writer (d. 1943)[23]Alexander Calder, American artist (d. 1986)July 25 Arthur Lubin, American film director (d. 1988)July 20 Isidor Isaac Rabi, American physicist, Nobel Prize laureate (d. 1983)August 11 Peter Mohr Dam,
2-time prime minister of the Faroe Islands (d. 1968) August 12 Maria Klenova, Russian marine geologist (d. 1976) Oscar Homolka, Austrian actor (d. 1971) August 15 Jan Brzechwa, Polish poet (d. 1966) Mohan Singh Oberoi, Indian businessman and
 1939)August 26 Peggy Guggenheim, American art collector (d. 1979)August 27 John Hamilton, Canadian criminal, bank robber (d. 1934)August 29 Preston Sturges, American director, writer (d. 1983)Marilyn Miller, American actress, singer, and
 dancer (d. 1936)September 2 Alfons Gorbach, 15th Chancellor of Austria (d. 1972)September 9 Walter B. Rea, American university administrator and basketball player (d. 1986)September 13Lszl Baky, Hungarian Nazi leader (d. 1946)Emilio Nez
Portuondo, Cuban diplomat, lawyer and politician, 13th Prime Minister of Cuba (d. 1978)September 24 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 26 George Gershwin, American composer (d. 1937)September (d. 1937)September 27 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 26 George Gershwin, American composer (d. 1937)September (d. 1968)September 27 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 28 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient of the Nobel Prize in Physiology or Medicine (d. 1968)September 29 Howard Florey, Australian-born pharmacologist, recipient o
29 Trofim Lysenko, Russian biologist (d. 1976)September 30Rene Adore, French actress (d. 1933)Princess Charlotte, Duchess of Valentinois (d. 1977), Mongasque princessWilliam O. DouglasPeng DehuaiKarl ZieglerGunnar MyrdalOctober 6Arthur G. Jones-Williams, British aviator (d. 1929)Mitchell Leisen, American film director (d. 1972)Clarence
Williams, American jazz pianist, composer (d. 1965)October 9 Joe Sewell, American professional baseball player (d. 1970)October 15 Boughera El Ouafi, Algerian athlete (d. 1959)October 16 William O. Douglas, Associate Justice of the Supreme Court
Alder, English painter and mystic (d. 1984)October 30 Raphael Girard, Swiss-Guatemalan ethnographer (d. 1985)November 11 Ren Clair, French filmmaker, novelist, and non-fiction writer (d. 1981)November 12 Leon tukelj, Slovene gymnast (d. 1999)November 13 Walter Karig, American naval captain and author (d. 1956)November 14 Benjamin
Fondane, Romanian-French Symbolist poet, critic and existentialist philosopher (d. 1944)November 17 Colleen Clifford, Australian actress (d. 1996)November 18 Joris Ivens, Dutch director (d. 1989)November 21 Ren Magritte, Belgian artist (d. 1967)November 22 Gabriel
Gonzlez Videla, 24th president of Chile (d. 1980)November 23 Bess Flowers, American actress (d. 1984)November 24 Liu Shaoqi, President of the People's Republic of China (d. 1963)November 26 Karl Ziegler, German chemist, Nobel Prize laureate (d. 1973)November 26 Karl Ziegler, German chemist, Nobel Prize laureate (d. 1973)November 26 Karl Ziegler, German chemist, Nobel Prize laureate (d. 1973)November 27 Liu Shaoqi, President of the People's Republic of China (d. 1963)November 28 C. S. Lewis, British author (d. 1963)November 29 C. S. Lewis, British author (d. 1963)November 29 C. S. Lewis, British author (d. 1963)November 20 C. S. Lewis, British author (d. 1963)Novembe
baseball pitcher (d. 1976)Link Lyman, American professional football player (d. 1972)December 2 Indra Lal Roy, Indian World War I pilot (d. 1918)December 5 Grace Moore, American opera singer, actress (d. 1947)December 5 Grace Moore, American opera singer, actress (d. 1947)December 6 Grace Moore, American opera singer, actress (d. 1948)December 5 Grace Moore, American opera singer, actress (d. 1947)December 6 Grace Moore, American opera singer, actress (d. 1947)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer, actress (d. 1948)December 6 Grace Moore, American opera singer
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Baby Dodds, American jazz drummer (d. 1959)December 27 Inejiro Asanuma, Japanese politician (d. 1960)December 28 Shigematsu Sakaibara, Japanese admiral and war criminal (d. 1967)[25]Krishna Ballabh Sahay, Indian freedom
fighter (d. 1974)Ernest Born, American architect, designer, and artist (b. 1992)Robert Piquet, Swiss-born, Paris-based fashion designer (d. 1952)Lewis CarrollMatilda Joslyn GageWilliam Ewart Gladstone January 3 Lawrence Sullivan Ross, Confederate brigadier
Cornelia J. M. Jordan, American lyricist (b. 1830)February 1 Tsuboi Kz, Japanese admiral (b. 1843)February 6 Abdul Samad of Selangor, Malaysian ruler, 4th Sultan of Selangor (b. 1804)February 1 Tsuboi Kz, Japanese admiral (b. 1843)March 1 George Bruce Malleson, Indian
officer, author (b. 1825)March 6 Andrei Alexandrovich Popov, Russian admiral (b. 1821)March 10 William Rosecrans, California congressman, Register of the U.S. Treasury (b. 1819)March 15 Sir Henry
Bessemer, British engineer, inventor (b. 1813)March 16 Aubrey Beardsley, British artist (b. 1872)[26]March 18 Matilda Joslyn Gage, American feminist (b. 1850)April 13 Aurilla Furber, American author (b. 1847)April 15 Te Keepa American feminist (b. 1826)March 27 Sir Syed Ahmad Khan, Indian university founder (b. 1817)March 28 Anton Seidl, Hungarian conductor (b. 1850)April 13 Aurilla Furber, American author (b. 1847)April 15 Te Keepa American feminist (b. 1826)March 27 Sir Syed Ahmad Khan, Indian university founder (b. 1817)March 28 Anton Seidl, Hungarian conductor (b. 1813)March 16 Aubrey Beardsley, British artist (b. 1872)[26]March 17 Sir Syed Ahmad Khan, Indian university founder (b. 1817)March 28 Anton Seidl, Hungarian conductor (b. 1813)March 18 Aurilla Furber, American author (b. 1847)April 15 Te Keepa Anton Seidl, Hungarian conductor (b. 1813)March 18 Aurilla Furber, American author (b. 1847)April 15 Te Keepa Anton Seidl, Hungarian conductor (b. 1813)March 18 Aurilla Furber, American author (b. 1847)April 15 Te Keepa Anton Seidl, Hungarian conductor (b. 1813)March 18 Aurilla Furber, American author (b. 1847)April 15 Te Keepa Anton Seidl, Hungarian conductor (b. 1813)March 18 Aurilla Furber, American author (b. 1847)April 15 Te Keepa Anton Seidl, Hungarian conductor (b. 1813)March 18 Aurilla Furber, American author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te Keepa Anton Seidl, Hungarian author (b. 1814)April 15 Te
Te Rangihiwinui, Maori military leaderApril 18 Gustave Moreau, French painter (b. 1826)April 29 Mary Towne Burt, American benefactor (b. 1842)May 29 Theodor Eimer, German zoologist (b. 1843)June 4 Rosalie
Olivecrona, Swedish feminist activist (b. 1823)June 10 Tuone Udaina, Croatian-Italian last speaker of the Dalmatian language (b. 1830)June 25 Ferdinand Cohn, German biologist, bacteriologist and microbiologist (b. 1828)Otto von BismarckTheodor FontaneSain
Charbel MakhlufJuly 1Siegfried Marcus, Austrian automobile pioneer (b. 1831)Joaqun Vara de Rey y Rubio, Spanish general (killed in action) (b. 1841)July 8 Soapy Smith, American con artist and gangster (b. 1860)July 14 Louis-Franois Richer Laflche, Roman
Catholic Bishop of Trois-Rivires, Native American missionary (b. 1818) July 30 Otto von Bismarck, German statesman (b. 1815) [27] August 8 Eugne Boudin, French painter (b. 1854) August 23 Flicien Rops, Belgian artist (b. 1833) September 2 Wilford Woodruff, fourth president of the
Church of Jesus Christ of Latter-day Saints (b. 1807)September 5 Sarah Emma Edmonds, Canadian nurse, spy (b. 1841)September 9 Stphane Mallarm, French poet (b. 1837)September 16 Ramn Emeterio Betances, Puerto Rican
politician, medical doctor and diplomat (b. 1827)September 19 Sir George Grey, 11th Premier of New Zealand (b. 1812)September 20 Theodor Fontane, German writer (b. 1819)[28]September 29 Louise of Hesse-Kassel,
German princess, queen consort of Christian IX of Denmark (b. 1817)October 24 Pierre Puvis de Chavannes, French painter (b. 1824)November 20 Sir John Fowler, British civil engineer (b. 1817)December 24 Charbel Makhluf, Lebanese Maronite, Roman Catholic and Eastern
Catholic monk, priest and saint (b. 1828)December 25 Laura Gundersen, Norwegian actress (b. 1832)December 29 Ilia Solomonovich Abelman, Russian astronomer (b. 1866)[29]Sotirios Sotiropoulos, Greek economist, politician (b. 1831)^ Penguin Pocket On This Day. Penguin Reference Library. Penguin. 2006. ISBN 0-14-102715-0. LaNauze, J. A.
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downloadable videos. (1898 Morro Castle, Havana Harbor, YouTube stream. Thomas Edison. Archived from the original on 2021-12-11. Retrieved 2009-05-07. view of USS Indiana (BB-1) (needs Flash)1898 Transport Ship
Whitney Leaving Dock. Thomas Edison. Archived from the original on 2021-12-11. Retrieved 2009-05-20 (needs Flash)1898 10th U.S. Infantry, 2nd Battalion (needs Flash)1898 U.S. Cavalry
Supplies Unloading at Tampa, Florida. Thomas Edison. Archived from the original on 2021-12-11. Retrieved 2009-05-07. 1898-05-20 view of Tampa, Florida (needs Flash)1898 Military Camp at Tampa, Flo
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General Shafter. Thomas Edison. Archived from the original on 2021-12-11. Retrieved 2009-05-07. 1898-09-05 view of Santiago (needs Flash)Retrieved from "30nets Edison. Archived from the original on 2021-12-11. Retrieved 2009-05-07. 1898-09-03 view of Santiago (needs Flash)Retrieved from "30nets Edison. Archived from the original on 2021-12-11. Retrieved 2009-05-07. 1898-09-05 view of Santiago (needs Flash)Retrieved from the original on 2021-12-11. Retrieved 2009-05-07. 1898-09-05 view of Santiago (needs Flash)Retrieved from "30nets Edison. Archived from the original on 2021-12-11. Retrieved 2009-05-07. 1898-09-05 view of Santiago (needs Flash)Retrieved 2009-05-07. 1898-09-05 view of Santiago (needs Flash)Retrieved
hundred years, from 1701 to 1800For other uses, see 18th century18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18thcentury18
Establishments DisestablishmentsvtePolitical boundaries at the beginning of year 1700Storming of the Bastille, 14 July 1789, an iconic event of the French Revolution. Development of the Bastille, 14 July 1789, an iconic event of the French Revolution. Development of the Bastille, 14 July 1789, an iconic event of the French Revolution. Development of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the French Revolution. Development of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the French Revolution. Development of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, an iconic event of the Bastille, 14 July 1789, and 18 July 17
18th century. The 18th century lasted from 1 January 1701 (represented by the Roman numerals MDCCI) to 31 December 1800 (MDCCC). During the 18th century, elements of Enlightenment thinking culminated in the Atlantic Revolutions. Revolutions began to challenge the legitimacy of monarchical and aristocratic power structures. The Industria
Revolution began mid-century, leading to radical changes in human society and the environment. The European colonization of the Americas and other parts of the Americas and other parts of the world intensified and associated mass migrations of people grew in size as part of the Americas and other parts of the American parts 
declining in Russia[1] and China.[2]Western historians have occasionally defined the 18th century otherwise for the purposes of their work. For example, the "short" 18th century may be defined as 17151789, denoting the period of time between the death of Louis XIV of France and the start of the French Revolution, with an emphasis on directly
interconnected events.[3][4] To historians who expand the century to include larger historical movements, the "long" 18th century[5] may run from the Glorious Revolution of 1688 to the Battle of Waterloo in 1815[6] or even later.[7] France was the sole world superpower from 1659, after it defeated Spain, until 1815, when it was defeated by Britain
and its coalitions following the Napoleonic Wars. In Europe, philosophers ushered in the Age of Enlightenment. This period coincided with the French Revolution of 1789, and was later compromised by the excesses of the Reign of Terror. At first, many monarchies of Europe embraced Enlightenment ideals, but in the wake of the French Revolution
they feared loss of power and formed broad coalitions to oppose the French Revolutionary Wars. Various conflicts throughout the century, including the War of the Spanish Succession and the Seven Years' War, saw Great Britain triumph over its rivals to become the preeminent power in Europe. However, Britain's attempts to
exert its authority over the Thirteen Colonies became a catalyst for the American Revolution. The 18th century also marked the end of the PolishLithuanian Commonwealth as an independent state. Its semi-democratic government system was not robust enough to prevent partition by the neighboring states of Austria, Prussia, and Russia. In West Asia
Nader Shah led Persia in successful military campaigns. The Ottoman Empire experienced a period of peace, taking no part in European wars from 1740 to 1768. As a result, the empire was not exposed to Europe's military improvements during the Seven Years' War. The Ottoman military consequently lagged behind and suffered several defeats
against Russia in the second half of the century. In South Asia, the death of Mughal emperor Aurangzeb was followed by the expansion of the Maratha Confederacy and an increasing level of European influence and control in the region. In 1739, Persian emperor Nader Shah invaded and plundered Delhi, the capital of the Mughal Empire. Later, his
general Ahmad Shah Durrani scored another victory against the Marathas, the then dominant power in India, in the Third Battle of Panipat in 1761.[8] By the end of the century, the Anglo-Mysore Wars against Tipu Sultan and his father Hyder Ali
led to Company rule over the south.[10][11]In East Asia, the century was marked by the High Qing era, a period characterized by significant cultural and territorial expansion. This period also experienced relative peace and prosperity, allowing for societal growth, increasing literacy rates, flourishing trade, and consolidating imperial power across the
vast Qing dynasty's territories. Conversely, the continual seclusion policy of the Tokugawa shogunate also brought a peaceful era called Pax Tokugawa and experienced a flourishment of the arts as well as scientific knowledge and advancements, which were introduced to Japan through the Dutch port of Nagasaki. In Southeast Asia, the
KonbaungAyutthaya Wars and the Ty Sn Wars broke out while the Dutch East India Company established increasing levels of control over the Mataram Sultanate. In Africa, the Ethiopian Empire underwent the Zemene Mesafint, a period when the country was ruled by a class of regional noblemen and the emperor was merely a figure head. The
Atlantic slave trade also saw the continued involvement of states such as the Oyo Empire. In Oceania, the European colonization of Australia and New Zealand began during the late half of the century. In the Americas, the United States declared its independence from Great Britain. In 1776, Thomas Jefferson wrote the Declaration of Independence. In
1789, George Washington was inaugurated as the first president. Benjamin Franklin traveled to Europe where he was hailed as an inventor. Examples of his inventions include the lightning rod and bifocal glasses. Tpac Amaru II led an uprising that sought to end Spanish colonial rule in Peru. For a chronological guide, see Timeline of the 18th
century. See also: Georgian eraMain articles: 1700s, 1710s, 1720s, 1730s, and 1740s Europe at the beginning of the War of the Spanish Succession, 1700The Battle of Poltava in 1709 turned the Russian Empire into a European power. John Churchill, 1st Duke of Marlborough17001721: Great Northern War between the Russian and Swedish
Empires.1701: Kingdom of Prussia declared under King Frederick I.1701: The Battle of Feyiase marks the rise of the Ashanti Empire.17011714: The War of the Spanish Succession is founded by Peter the Great; it is the Russian capital
until 1918.17031711: The Rkczi uprising against the Habsburg monarchy.1704: End of Japan's Genroku period.1704: First Javanese War of Succession. French troops defeated at the Battle of Ramillies and the Siege of Turin.1707: Death of Mughal Emperor Aurangzeb leads to the fragmentation of
the Mughal Empire. 1707: The Act of Union is passed, merging the Scottish and English Parliaments, thus establishing the Kingdom of Great Britain. [14] 1708: The Company of Merchants of England Trading to the
East Indies.17081709: Famine kills one-third of East Prussia's population.1709: Foundation of the Hotak Empire.1709: The World's first copyright legislation, Britain's Statute of Anne, takes effect.17101711: Ottoman Empire fights
Russia in the Russo-Turkish War and regains Azov.1711: Bukhara Khanate dissolves as local begs seize power.17111715: Tuscarora War between British, Dutch, and German settlers and the Tuscarora people of North Carolina.1713: The Kangxi Emperor acknowledges the full recovery of the Chinese economy since its apex during the Ming.1714: In
Amsterdam, Daniel Gabriel Fahrenheit invents the mercury-in-glass thermometer until the electronic era.1715: The first Jacobite rising breaks out; the British halt the Jacobite advance at the Battle of Preston.1716: Establishment of the Sikh Confederacy along the
present-day India-Pakistan border.17161718: Austro-Venetian-Turkish War.1718: The city of New Orleans is founded by the French in North America.17181720: War of the Quadruple Alliance with Spain versus France, Britain, Austria, and the Netherlands.17181730: Tulip period of the Ottoman Empire.1719: Second Javanese War of Succession
 [15]1720: The South Sea Bubble.17201721: The Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed, ending the Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed, ending the Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed, ending the Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed, ending the Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed, ending the Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed, ending the Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed, ending the Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed, ending the Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed, ending the Great Plague of Marseille.1720: Qing forces oust Dzungar invaders from Tibet.1721: The Treaty of Nystad is signed.
 Afghans.17221723: Russo-Persian War.17221725: Controversy over William Wood's halfpence leads to the Drapier's Letters and begins the Irish economic independence from England movement. Mughal emperor Muhammad Shah with the Persian invader Nader Shah. 1723: Slavery is abolished in Russia; Peter the Great converts household slaves into
house serfs.[16]17231730: The "Great Disaster", an invasion of Kazakh territories by the Dzungars.1723: The Qing and the Dzungars fight a series of wars across Qinghai, Dzungaria, and Outer Mongolia, with inconclusive results.1724: Daniel Gabriel Fahrenheit proposes the Fahrenheit temperature scale.1725: Austro-Spanish alliance revived.
Russia joins in 1726.17271729: Anglo-Spanish War ends inconclusively.1730: Mahmud I takes over Ottoman Empire after the Patrona Halil revolt, ending the Tulip period.17301760: The First Great Awakening takes place in Great Britain and North America.17321734: Crimean Tatar raids into Russia.[17]17331738: War of the Polish
Succession.Qianlong Emperor17351739: Austro-Russo-Turkish War.17351799: The Qianlong Emperor of China oversees a huge expansion in territory.17381756: Famine across the Sahel; half the population of Timbuktu dies.[18]17371738: Hotak Empire ends after the siege of Kandahar by Nader Shah.1739: Great Britain and Spain fight the War of
Jenkins' Ear in the Caribbean.1739: Nader Shah defeats a pan-Indian army of 300,000 at the Battle of Karnal. Taxation is stopped in Iran for three years.17391740: Nader Shah's Sindh expedition.1740: George Whitefield brings the First Great Awakening to New England17401741: Famine in Ireland kills 20 percent of the population.17411743: Iran
 honor.1742: Premiere of George Frideric Handel's Messiah.17431746: Another Ottoman-Persian War involves 375,000 men but ultimately ends in a stalemate. The Eirst Saudi State is founded by Mohammed Ibn Saud. [21]1744:
Battle of Toulon is fought off the coast of France.17441748: The First Carnatic War is fought between the British, the French, the Marathas, and Mysore in India.1745: Second Jacobite rising is begun by Charles Edward Stuart in Scotland.1747: The Durrani Empire is founded by Ahmad Shah Durrani.1748: The Treaty of Aix-La-Chapelle ends the War
to 13 September. On the calendar, 2 September is followed directly by 14 September.1754: The Treaty of Pondicherry ends the Second Carnatic War and recognizes Muhammed Ali Khan Wallajah as Nawab of the Carnatic.1754: King's College is founded by a royal charter of George II of Great Britain.[22]17541763: The French and Indian War, the
North American chapter of the Seven Years' War, is fought in colonial North America, mostly by the French and their allies against the English and the English and the English against the English
Khalkha Mongol, and Manchu colonization.17551763: The Great Upheaval forces transfer of the French Acadian population from Nova Scotia and New Brunswick.17561763: The Third Carnatic War is fought between the British, the French, and
Mysore in India.1757: British conquest of Bengal.Catherine the Great, Empress of Russia.1760: George III becomes King of Britain.1761: Maratha Empire defeated at Battle of Panipat.1762: Dahomey and the Oyo Empire
 defeat the Ashanti army at the Battle of Atakpam.1764: The Mughals are defeated at the Battle of Buxar.1765: The Stamp Act is introduced into the American colonies by the British Parliament.17651767: The Burmese invade Thailand and utterly destroy Attuthaya.17651769: Burma under Hsinbyushin repels four invasions from Oing China, securing
hegemony over the Shan states.1766: Christian VII becomes king of Denmark. He was king of Denmark to 1808.17661799: Anglo-Mysore Wars.1767: Taksin expels Burmese invaders and reunites Thailand under an authoritarian regime.17681772: War of the Bar Confederation.17681774: Russo-Turkish War.1769: Spanish missionaries establish the
first of 21 missions in California.17691770: James Cook explores and maps New Zealand and Australia.17691773: The Bengal famine of 1770 kills one-third of the Bengal population.1769: The French East India
Company's (VOC) monopoly of the plant.[23]17701771: The Kalmyk Khanate dissolves as the territory becomes colonized by Russians. More than a hundred thousand Kalmyks migrate back to Qing Dzungaria.1772: Gustav III of Sweden stages a coup d'tat,
becoming almost an absolute monarch. Encyclopdie, ou dictionnaire raisonn des sciences, des arts et des mtiers 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao's forces during the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao (Maratha Empire fights Britain and Raghunathrao) and the First Anglo-Maratha War. 1772 1779: Maratha Empire fights Britain and Raghunathrao (Maratha Empire fights Britain and Raghunathrao) and the First Anglo-Maratha Empire fights Britain and Raghunathrao (Maratha Empire fights Britain and Raghunathrao) and the First Anglo-Maratha Empire fights Britain and Raghunathrao (Maratha Empire fights Britain and Raghunathrao) and the First Anglo-Maratha Empire fights Britain and Raghunathrao (Maratha Empire fights Britain and Raghunathrao) and the First Anglo-Maratha Empire fights Britain and Raghunathrao (Maratha Empire fights Britain and Raghunathrao (Maratha Empire fights Britain and Raghunathrao (Maratha Empire fights Britain and Raghunath
Pugachev's Rebellion, the largest peasant revolt in Russian history.1773: East India Company starts operations in Bengal to smuggle opium into China.17751782: First Anglo-Maratha War.17751783: American Revolutionary War.1776: Several kongsi republics are
founded by Chinese settlers in the island of Borneo. They are some of the first democracies in Asia.1776: The United States Declaration of Independence is adopted by the Second Continental Congress in
Philadelphia.1776: Adam Smith publishes The Wealth of Nations.1778: James Cook becomes the first European to land on the Hawaiian Islands.1778: Franco-American alliance signed.1778: Spain acquires its first permanent holding in Africa from the Portuguese, which is administered by the newly-established La Plata Vicerovalty.1778: Vietnam is
reunified for the first time in 200 years by the Tay Son brothers. The Ty Sn dynasty has been established, terminating the L dynasty.17791783: Britain loses several islands and colonial outposts all over the world to the combined Franco-Spanish
navy.1779: Iran enters yet another period of conflict and civil war after the prosperous reign of Karim Khan Zand.1780: Outbreak of the indigenous rebellion against Spanish settlers. George Washington 1781: The city of Los Angeles is founded by Spanish settlers. George Washington 1781: The city of Los Angeles is founded by Spanish settlers.
monarchy (first step; second step in 1848).1782: The Thonburi Kingdom of Thailand is dissolved after a palace coup.1783: The Treaty of Paris formally ends the American Revolutionary War.1783: Russian annexation of Crimea.17851791: Imam Sheikh Mansur, a Chechen warrior and Muslim mystic, leads a coalition of Muslim Caucasian tribes from
throughout the Caucasus in a holy war against Russian settlers and military bases in the Caucasus, as well as against local traditionalists, who followed the traditional customs and common law (Adat) rather than the theocratic Sharia. [24]17851795: The Northwest Indian War is fought between the United States and Native Americans. 17851787: The
MarathaMysore Wars concludes with an exchange of territories in the Deccan. 17861787; Wolfgang Amadeus Mozart premieres The Marriage of Figaro and Don Giovanni. 1787; The Tuareg occupy Timbuktu until the 19th century. 17871792; Russo-Turkish War. 1788: First Fleet arrives in Australia 17881790; Russo-Swedish War (17881790). 1788:
Dutch Geert Adriaans Boomgaard (17881899) would become the first generally accepted validated case of a supercentenarian on record. [25][26]Declaration of the Rights of Man and of the Citizen17881789: A Qing attempt to reinstall an exiled Vietnamese king in northern Vietnam ends in disaster. 1789: George Washington is elected the first
President of the United States; he serves until 1797.1789; Ouang Trung defeats the Oing army.17891799; French Revolution.1789; The Inconfidncia Mineira, an unsuccessful separatist movement in central Brazil led by Tiradentes1791; Suppression of the Lige Revolution.1789; The Inconfidncia Mineira, an unsuccessful separatist movement in central Brazil led by Tiradentes1791; Suppression of the Lige Revolution.1789; The Inconfidncia Mineira, an unsuccessful separatist movement in central Brazil led by Tiradentes1791; Suppression of the Lige Revolution.1789; The Inconfidncia Mineira, an unsuccessful separatist movement in central Brazil led by Tiradentes1791; Suppression of the Lige Revolution.1789; The Inconfidncia Mineira, an unsuccessful separatist movement in central Brazil led by Tiradentes1791; Suppression of the Lige Revolution.1789; The Inconfidncia Mineira, an unsuccessful separatist movement in central Brazil led by Tiradentes1791; Suppression of the Lige Revolution.1789; The Inconfidncia Mineira, an unsuccessful separatist movement in central Brazil led by Tiradentes1791; Suppression of the Lige Revolution.1789; The Inconfidncia Mineira, an unsuccessful separatist movement in central Brazil led by Tiradentes1791; Suppression of the Lige Revolution.1789; The Inconfidncia Mineira, and Inconfidn
re-establishment of the Prince-Bishopric of Lige.17911795: George Vancouver explores the world during the Vancouver Expedition.17911804: The Haitian Revolutionary Wars, which last from 18031815.1792: The New York Stock & Exchange
Board is founded.1792: PolishRussian War of 1792.1792: Margaret Ann Neve (17921903) would become the first recorded female supercentenarian to reach the age of 110.[27][28]1793: Upper Canada bans slavery.1793: The largest yellow fever epidemic in American history kills as many as 5,000 people in Philadelphia, roughly 10% of the
population.[29]17931796: Revolt in the Vende against the French Republic at the time of the Revolution.17941816: The Hawkesbury and Nepean Wars, which were a series of incidents between settlers and New South Wales Corps and the Aboriginal Australian clans of the Hawkesbury river in Sydney, Australia.1795: The Marseillaise is officially
adopted as the French national anthem. Napoleon at the Bridge of the Arcole 1795: The Battle of Nuuanu in the final days of King Kamehameha I's wars to unify the Hawaiian Islands. 17951796: Iran invades and devastates Georgia, prompting Russia to intervene and march on Tehran. 1796: Edward Jenner administers the first small pox vaccination.
smallpox killed an estimated 400,000 Europeans each year during the 18th century, including five reigning monarchs. [30]1796: War of the First Coalition: The Battle of Montenotte marks Napoleon Bonaparte's first victory as an army commander. 1796: The British eject the Dutch from Ceylon and South Africa. 17961804: The White Lotus Rebellion
against the Manchu dynasty in China.1797: John Adams is elected the second President of the United States; he serves until 1801.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British rule in Ireland.1798: The Irish Rebellion fails to overthrow British ru
Alexander Suvorov liberates much of Italy and Switzerland from French occupation. 1799: Coup of 18 Brumaire - Napoleon's coup d'etat brings the end of the French Revolution. 1799: Death of the Qianlong Emperor after 60 years of rule over China. His favorite official, Heshen, is ordered to commit suicide. 1800: On 1 January, the bankrupt VOC is
formally dissolved and the nationalized Dutch East Indies are established. [31] Main articles: Timeline of historic inventions 18th century, and Timeline of scientific discoveries 18th century. The spinning jenny 1709: The first piano was built by Bartolomeo Cristofori 1711: Tuning fork was invented by John Shore 1712: Steam engine invented by Thomas
Newcomen1714: Mercury thermometer by Daniel Gabriel Fahrenheit1717: Diving bell was successfully tested by John Hadley in England, and Thomas Godfrey in America1733: Flying shuttle invented by John Kay1736: Europeans encountered rubber the
discovery was made by Charles Marie de La Condamine while on expedition in South America. It was named in 1770 by Joseph Priestleyc. 1740: Modern steel was developed by Benjamin Huntsman1741: Vitus Bering discovers Alaska1745: Leyden jar invented by Ewald Georg von Kleist was the first electrical capacitor1751: Jacques de Vaucanson
perfects the first precision lathe 1752: Lightning rod invented by Benjamin Franklin 1753: The first clock to be built in the New World (North America) was invented by Benjamin Banneker. 1755: The tallest wooden Bodhisattva statue in the world is erected at Puning Temple, China. 1764: Spinning jenny created by James Hargreaves brought
on the Industrial Revolution1765: James Watt enhances Newcomen's steam engine, allowing new steel technologies1761: The problem of longitude was finally resolved by the fourth chronometer of John Harrison1763: Thomas Bayes publishes first version of Bayes' theorem, paving the way for Bayesian probability17681779: James Cook mapped the
boundaries of the Pacific Ocean and discovered many Pacific Islands1774: Joseph Priestley discovers "dephlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed in 1771, during the reign of the Qianlong Emperor.1775: Joseph Priestley's first synthesis of "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed in 1771, during the reign of the Qianlong Emperor.1775: Joseph Priestley's first synthesis of "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed in 1771, during the reign of the Qianlong Emperor.1775: Joseph Priestley's first synthesis of "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed in 1771, during the reign of the Qianlong Emperor.1775: Joseph Priestley's first synthesis of "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed in 1771, during the reign of the Qianlong Emperor.1775: Joseph Priestley's first synthesis of "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed in 1771, during the reign of the Qianlong Emperor.1775: Joseph Priestley's first synthesis of "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air "phlogisticated air", oxygenThe Chinese Putuo Zongcheng Temple of Chengde, completed air "phlogistic
First improved steam engines installed by Iames Watt1776: Steamboat invented by Claude de Jouffroy1777: Circular saw invented by Samuel Miller1779: Photosynthesis was first discovered by Iam Ingenhousz1781: William Herschel announces discovery of Uranus1784: Bifocals invented by Benjamin Franklin1784: Argand lamp invented by Aim
Argand[32]1785: Power loom invented by Edmund Cartwright1785: Automatic flour mill invented by Andrew Meikle1787: Jacques Charles discovers the law of conservation of mass, the basis for chemistry, and begins modern chemistry1798: Edward
Jenner publishes a treatise about smallpox vaccination1798: The Lithographic printing process invented by Alois Senefelder[33]1799: Rosetta Stone discovered by Napoleon's troopsMain articles: 18th century in philosophy1703: The Love Suicides at Sonezaki by Chikamatsu first performed17041717: One Thousand and
One Nights translated into French by Antoine Galland. The work becomes immensely popular throughout Europe. 1704: A Tale of a Tub by Jonathan Swift first published 1712: The Rape of the Lock by Alexander Pope (publication of first version) 1719: Robinson Crusoe by Daniel Defoe 1725: The New Science by Giambattista Vico 1726: Gulliver's Travels
by Jonathan Swift1728: The Dunciad by Alexander Pope (publication of first version)1744: A Little Pretty Pocket-Book becomes one of the first books marketed for children1748: Charissa; or, The History of a Young Lady by Samuel Richardson1749: The
History of Tom Jones, a Foundling by Henry Fielding 1751: Elegy Written in a Country Churchyard by Thomas Gray published 1751: The French Encyclopdie 1755: A Dictionary of the English Language by Samuel Johnson 1758: Arithmetika Horvatzka by Mihalj ilobod Boli 1759: Candide by Voltaire 1759: The Theory of Moral Sentiments by Adam
Smith17591767: Tristram Shandy by Laurence Sterne 1762: Emile: or, On Education by Jean-Jacques Rousseau 1774: The Sorrows of Young Werther by Goethe first published 1776: Ugetsu Monogatari (Tales of Moonlight and Rain) by Ueda Akinari 1776: The Wealth of
Nations, foundation of the modern theory of economy, was published by Adam Smith17761789: The History of the Decline and Fall of the Roman Empire was published by Edward Gibbon1779: Amazing Grace published by John Newton17791782: Lives of the Most Eminent English Poets by Samuel Johnson1781: Critique of Pure Reason by Immanuel
Kant (publication of first edition) 1781: The Robbers by Friedrich Schiller first published 1782: Les Liaisons dangereuses by Pierre Choderlos de Laclos 1786: Poems, Chiefly in the Scottish Dialect by Robert Burns 1787 1788: The Federalist Papers by Alexander Hamilton, James Madison, and John Jay 1788: Critique of Practical Reason by Immanuel
Kant1789: Songs of Innocence by William Blake1789: The Interesting Narrative of the Life of Olaudah Equiano 1790: Reflections on the Revolution in France by Edmund Burke1791: Rights of Man by Thomas Paine1792: A Vindication of the Rights of Woman by
Mary Wollstonecraft1794: Songs of Experience by William Blake1798: Lyrical Ballads by William Wordsworth and Samuel Taylor Coleridge1798: An Essay on the Principle of Population published by Thomas Malthus(mid18th century): The Dream of the Red Chamber (authorship attributed to Cao Xueqin), one of the most famous Chinese novels1711:
Rinaldo, Handel's first opera for the London stage, premiered1721: Brandenburg Concertos by J.S. Bach1727: St Matthew Passion by J.S. Bach1727: St Matthew Passion by J.S. Bach1727: St Matthew Passion by J.S. Bach1727: Description of George II of Great
Britain. It has been performed at every subsequent British coronation.1733: Hippolyte et Aricie, first opera by Jean-Philippe Rameau1741: Goldberg Variations for harpsichord published by Bach1742: Messiah, oratorio by Handel premiered in Dublin1749: Mass in B minor by J.S. Bach assembled in current form1751: The Art of Fugue by J.S.
Bach1762: Orfeo ed Euridice, first "reform opera" by Gluck, performed in Vienna1786: The Magrit 1787: Don Giovanni, opera by Mozart1787: Don Giovanni, opera by Mozart1788: Jupiter Symphony (Symphony No. 41) composed by Mozart1787: Don Giovanni, opera by Mozart1
Beethoven1798: The Creation, oratorio by Haydn first performed Nolkov, Sergey. Concise History of Imperial Russia. Rowe, William T. China's Last Empire. Anderson, M. S. (1979). Historians and Eighteenth-Century Europe, 17151789. Oxford University Press. ISBN 978-0-19-822548-5. OCLC 185538307. Ribeiro, Aileen (2002). Dress in
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University. ^ Ricklefs (1991), page 102 ^ "Sufism in the Caucasus". Islamicsupremecouncil.org. Archived from the original on 12 July 2016. Retrieved 9 November 2016. ^ Photo Gallery for
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S, and S. B. Saul, eds. The development of the economies of continental Europe, 18501914 (1977) onlineThe Wallace Collection, London, houses one of the finest collections of 18th-century decorative arts from France, England and Italy, including paintings, furniture, porcelain and gold boxes. Media related to 18th century at Wikimedia
CommonsRetrieved from "4The following pages link to 18th century External tools(link counttransclusion countsorted list) See help page for transcluding these entriesShowing 50 items. View (previous 50 | next 50) (20 | 50 | 100 | 250 | 500) List of decades, centuries, and millennia (links | edit) Goths (links | edit) Industrial espionage (links | edit) and the country External tools (links | edit) Industrial espionage (link
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use. For example, other rights such as publicity, privacy, or moral rights may limit how you use the material. Performance reviews are one of the most powerful tools for driving success within an organization, especially for a QA manager. But WHY???? Performance reviews are one of the most powerful tools for driving success within an organization, especially for a QA manager. But WHY???? Performance reviews are one of the most powerful tools for driving success within an organization, especially for a QA manager.
performance but also offer an opportunity for managers to align team goals with the companys broader vision. When conducted effectively, performance Reviews 50-
Performance Review Examples And Phrases What are Some Sample Positive Performance review examples aiming to empower the team, having the right approach to performance reviews can make all
the difference. Whether youre conducting reviews for the first time or looking to refine your approach, these examples will offer practical guidance for delivering constructive feedback, fostering employee growth, and driving overall team success. To help you navigate this essential process, weve compiled 50+ performance review examples and
phrases. For a QA manager Performance Reviews play a crucial role in fostering professional growth, ensuring organizational success, and maintaining clear communication between employees and them. These reviews provide valuable feedback on areas like leadership in quality assurance practices. Managers can identify strengths and areas for
improvement. They can as well set actionable goals, and align team efforts with the companys overall quality objectives. These performance review phrases provide a balanced mix of positive and constructive feedback that can help employees and managers improve their performance. The examples are flexible enough to be adapted for specific roles
ensuring meaningful reviews tailored to individual performance levels. Category Phrases and Examples 1. Communication Skills 1. Effectively communication and opinions in team discussions. 2. Listens attentively to others and examples 1. Communication and opinions in team discussions. 3. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions. 4. Encourages open communication and opinions in team discussions are also as a second opinion and opinions opinions. 4. Encourages opinions are also as a second opinion and opinions opinions are also as a second opinion and opinions opinions. 4. Encourages opinions are also as a second opinion and opinion are a second opinion are a second opinion and opinion are a second opinion are a seco
collaboration within the team.5. Needs to improve written communication for better clarity. CategoryPhrases and Examples 2. Teamwork And Collaboration for better clarity. CategoryPhrases and helps when needed.9. Takes initiative to
support colleagues during challenging projects. 10. Could be more proactive in involving others in decision-making. Category Phrases and Examples 3. Leadership And Initiative 11. Leads the team with confidence and clear direction. 12. Takes initiative in solving issues before they escalate. 13. Encourages team members to take ownership of their
tasks.14. Empower team members by providing constructive feedback.15. Could improve leadership by being more decision-Making16. Consistently finds creative solutions to complex problems.17. Approaches challenges with a logical and strategic mindset.18. Makes.
well-considered decisions even under pressure.19. Analyzes issues thoroughly before proposing solutions.20. Could improve by involving others when making critical decisions. CategoryPhrases and Examples5. Time Management21. Manages time effectively and meets deadlines consistently.22. Prioritizes tasks well, ensuring key projects are
completed on time.23. Uses time management tools to stay organized and productive.24. Handles multiple projects simultaneously with efficiency.25. Could improve by planning to avoid last-minute pressure. CategoryPhrases and Examples6. Job Knowledge and Expertise26. Demonstrates deep understanding of industry practices and trends.27. Is
always willing to share expertise and mentor others.28. Applies technical knowledge effectively to solve complex problems.29. Keeps up-to-date with developments in the field.30. Could work on gaining more expertise in specific technical areas. CategoryPhrases and Examples7. Adaptability and Flexibility31. Adjusts to changes in the work
environment with ease.32. Quickly adapts to new challenges and project requirements.33. Shows flexibility in handling multiple tasks and shifting priorities.34. Handles unexpected changes with composure and efficiency.35. Could improve by becoming more open to new approaches and ideas. CategoryPhrases and Examples8. Creativity and
Innovation 36. Regularly brings fresh ideas to the table to improve processes. 37. Encourages innovation within the team, leading to improved outcomes. 38. Seeks out new methods and technologies to boost team performance. 39. Demonstrates a creative approach to solving everyday challenges. 40. Could contribute more innovative ideas during
brainstorming sessions. CategoryPhrases and Examples9. Customer focus41. Consistently provides excellent customer service and support.42. Understands customer needs and tailors solutions accordingly.43. Handles customer service and support.42. Understands customer needs and tailors solutions accordingly.43.
more proactive in anticipating client needs. CategoryPhrases and Examples 10. Accountability for the quality of their work. 47. Follows through on commitments and consistently delivers on time. 48. Shows dependability by completing tasks without constant follow-up. 49. Accepts accountability for mistakes
and works quickly to fix them.50. Could improve by being more consistent in meeting deadlines. CategoryPhrases and Examples11. Work Ethic and Productivity51. Consistently demonstrates a strong work ethic and dedication to tasks.52. Completes tasks efficiently and always seeks to improve productivity.53. Takes initiative to go above and beyond
when needed.54. Works diligently to meet both individual and team goals.55. Could improve by managing workload more effectively during high-demand periods. CategoryPhrases and Examples12. Interpersonal Skills56. Builds positive relationships with colleagues and stakeholders.57. Handles conflicts and disagreements with professionalism and
tact.58. Promotes a positive work environment by maintaining open communication.59. Displays empathy and understanding when dealing with others.60. Could work on being more approachable and open to team feedback. Here are some sample positive performance review comments for a QA manager to refer from: Demonstrates excellent
leadership in managing team dynamics and fostering a collaborative, high-performance environment. Effectively delegates tasks and responsibilities, empowering the team while providing clear guidance and support. Routinely catches errors that others may overlook, showcasing a keen eye for detail in every stage of the testing process. Demonstrates
a thorough and meticulous approach to testing, resulting in consistently high-quality deliverables. Excels in analyzing complex problems and finding practical, effective solutions in high-pressure situations. Demonstrates sound decision-making skills when resolving quality issues, leading to improved product reliability and customer
satisfaction. Excellent at explaining complex QA processes and results to non-technical stakeholders, bridging the gap between technical and business teams. Ensures timely and transparent communication with all team members, fostering a positive and collaborative work environment. Works seamlessly with other departments, especially
development teams, to ensure smooth and efficient testing processes. Promotes collaboration within the QA team, ensuring that all members contribute their skills and expertise toward achieving common goals. Typically, direct managers or supervisors write performance reviews to evaluate their team members. Here are few ways to follow that will
impact on Performance Review: Use clear and detailed examples of the employees performance rather than vague generalities. Mention specific projects, behaviors, or achievements. Always recognize strengths while also identifying areas for development. A balanced review motivates growth without discouraging employees. Comment on work-related
actions and results rather than personal traits. For example, say shows initiative in problem-solving instead of is naturally a problem solver. Whenever possible, tie feedback to measurable results like meeting deadlines, increasing efficiency, or improving quality. Write performance phrases that are straightforward and to the point, ensuring clarity in
communication. Performance reviews help in shaping employee development, boosting productivity, and aligning individual efforts with broader organizational goals. However, crafting the right feedback can be time-consuming and challenging, especially for managers handling large teams. Ready to streamline your performance review process?
Heres our ConvoZen. Als containing 50+ ready-to-use performance review examples and phrases! Use it as a handy guide that provides ready-to-use examples that you can adapt to your teams specific needs, ensuring you give constructive, actionable feedback every time to simplify and enhance your employee evaluation process. 1. What are the 5
words performance review? The five words often associated with performance reviews are:1. Communication2. Teamwork3. Productivity4. Leadership5. Initiative 2. What are the Performance review strengths and weaknesses examples? Strengths Examples:1. Demonstrates exceptional problem-solving skills and consistently finds effective solutions
under pressure. 2. Exhibits outstanding leadership qualities, motivating the team to achieve goals ahead of schedule. Weakness Examples: 1. Occasionally struggles with time management, leading to delayed project completion. 2. Could improve by being more receptive to feedback and incorporating suggestions from team members. 3. What should improve by being more receptive to feedback and incorporating suggestions from team members. 3. What should improve by being more receptive to feedback and incorporating suggestions from team members. 3. What should improve by being more receptive to feedback and incorporating suggestions from team members. 3. What should improve by being more receptive to feedback and incorporating suggestions from team members. 3. What should improve by being more receptive to feedback and incorporating suggestions from team members. 3. What should improve by being more receptive to feedback and incorporating suggestions from team members. 3. What should improve by being more receptive to feedback and incorporating suggestions from team members. 3. What should improve by being more receptive to feedback and incorporating suggestions from team members. 3. What should improve by being more receptive to feedback and incorporating suggestions from the feedback and incorporating suggestions
write in my overall comments performance review? In overall comments, the performance review focuses on summarizing key achievements, areas of improvement, and future goals. Highlight strengths, contributions to the team, and any challenges overcome. SellerAmp is currently offering an exclusive discount coupon for your first annual
subscription. If youre involved in online arbitrage, retail arbitrage, or wholesale selling on Amazon, Read more Visual storytelling is a winner across diverse niches, from the entertainment industry to brand-building. The logic is simple: videos are easy to consume, and they Read more Running an online business has limitless potential, but there are
also a lot of cybersecurity risks involved. Youre handling customer data, managing remote teams, and Read more Selling on Amazon has become one of the most popular ways to start in e-commerce. However, competition is fierce, and standing out in this market Read more Looking for a simple way to boost your social media visibility without
overspending? With the Views4You promo code, you can get 10% off all their Read more Topstep is one of the most well-known proprietary trading world. Its model is based on evaluating traders through a simulated Read more Modern banking is rapidly evolving, and Big Data has emerged as a powerful tool for developing
unique banking services that target individual clients. Financial institutions Read more AMZScout stands out or youre already experienced, the AMZScout Read more Sellerboard is an advanced profit analytics and automation tool tailored for Amazon
sellers. If youre looking for a precise and efficient way to manage your Read more Looking to start or boost your Amazon selling business with the perfect Helium 10 coupon code? Helium 10 provides exceptional tools designed to help Amazon Read more Lets face it Semrush is powerful, but that $140/month starting price hurts, especially when you
only use a fraction of its features. After hearing Read more One important reason why its valuable to talk about free resources for marketers is that a big group of marketers is that a big group of marketers is that allow traders are freelancers, who work Read more Prop firms for US traders are companies that allow traders to operate with firm-provided capital in exchange for a share of the
profits generated. In Read more Working travelers face various challenges during business trips, as they must handle communication, attend meetings, manage their finances, and fulfill networking requirements while adapting to Read more Instant funding prop firms allow traders to access trading capital immediately, without having to go through
lengthy evaluation processes. Unlike traditional models that require passing Read more Performance reviews can be tricky to navigate for both the manager and employee. What you say, and how you say it, impacts a team members engagement and morale. Performance review phrases should aim to provide clear, concise, and effective feedback
between reviewers and reviewees regarding job performance. Ideally, they should be tied to specific skills, competencies and behaviors relevant to the role. To help get you started, Ive put together a compendium (dont get to use that word often) of some effective performance review phrases that get the point across. Ive broken them down into thee role.
following key categories to focus on, with each divided into strengths and weaknesses. Use them as a starting point to get inspiration for your employee evaluation process: Disclaimer: As Liz Lockhart Lance highlights in her excellent article on conducting performance reviews, any performance feedback should include performance statements,
comparisons to the expectation or expected behaviors, detailed examples of good or poor performance impacts others. Displays the ability to come up with innovative solutions to complex problems with
others. Is able to come up with multiple solutions when the opportunity arises. Is willing to think up creative ideas for not just their assigned tasks, but helping coworkers with challenges theyre tackling. Active participant in team meetings helping others work through problems with innovative
solutions, could benefit from more creative risk-taking. Struggles to think outside the box when faced with challenging situations, leading to missed opportunities for innovation. Tends to rely on conventional methods rather than exploring new ideas or perspectives, which can limit problem-solving effectiveness. Has difficulty adapting to new problem
solving techniques, which can hinder team innovation efforts. Needs to develop a more proactive approach in seeking creative solutions to unforeseen challenges. Demonstrates strong interpersonal skills while working with others. Provides
constructive feedback to others. Can clearly articulate their thought processes in difficult situations. Is in constant communicate clearly and calmly, even when handling difficult customers. Ensures questions and concerns
are answered before working on a project. Can break down complex topics into simple, digestible explanations. Often misses key details in communication, leading to misunderstandings or incomplete tasks. Struggles with effectively expressing ideas clearly and concisely, impacting team alignment. Shows reluctance in actively listening to feedback
or differing opinions, which can impede collaborative efforts. Has difficulty adapting communication cues, which can sometimes contradict verbal messages. Takes ownership and pride in their work. Takes ownership when something
gets off track or mistakes are made. Shows a strong understanding of learning from their mistakes. Gives credit to coworkers who helped them with a specific task or problem. Displays exceptional commitment to ethical standards, ensuring transparency and integrity in all actions. Sometimes avoids taking responsibility for mistakes, hindering
 learning and growth opportunities. Has difficulty setting and meeting personal and team deadlines, affecting project timelines. Shows reluctance to provide updates on progress, leading to gaps in team communication. Can improve on proactively addressing issues before they escalate, ensuring smoother project execution. Needs to enhance follow
through on commitments to build trust and dependability within the team. Consistently delivers high-quality work in a timely manner. Seeks continuous feedback and constructive criticism to help an underperforming employee. Has demonstrated helping out a coworker or team with a problem to help deliver a quality end result. Is able to identify
their weaknesses in their work and how to address them. Pays attention to detail and works hard to improve work quality. Develops sound strategies to achieve goals without sacrificing the quality of work. Uncover the best goal-setting software for enhancing reviews with comprehensive insights and thus driving employee performance. Work often
requires revision due to attention to detail lacking, impacting project timelines. Inconsistency in delivering work that meets the established quality standards. Struggles with maintaining a high level of precision in tasks, leading to errors. Needs improvement in organizing and prioritizing work to enhance overall quality. Shows difficulty in applying
feedback to improve work quality consistently. Stay at the top of your game with insights, inspiration, and how-tos on the biggest and most pressing topics in HR and leadership. Include specific examples of tasks that said employee has achievement
and strives to break records. Demonstrates remarkable progress in achieving complex objectives, contributing significantly to team and organizational goals that are not aligned with team or organizational objectives, leading to misdirected efforts
Struggles with maintaining focus on long-term achievements, often getting sidetracked by immediate tasks. Needs to develop a more strategic approach to goal-setting and achievement to maximize impact. Demonstrates a lack of initiative in seeking out opportunities for personal or professional growth, hindering progress and advancement
Demonstrates strong interpersonal skills when working to come up with solutions. Is quick to welcome new employees to the org and assist with onboarding. Has demonstrated initiative in improving teamwork with their team. Can handle difficult conversations with team members and is considerate of the feelings of others. Operates cross-
functionally and looks to forge strong working relationships across the org. Is punctual when attending meetings and respects others time. Upholds core values and honors their set boundaries. Considers the interests of the team and works to help the team
succeed. Is comfortable sharing ideas, resources, and techniques with team members. Regularly receives positive feedback from other team members, hindering collective success. Has difficulty accepting and incorporating diverse perspectives, limiting team innovation
Struggles with effective collaboration, often working in isolation which affects team decisions, which can impact unity and progress towards shared goals. Demonstrates a tendency to dominate team decisions or decision-making processes, overshadowing input from other team members and
diminishing collaboration. Consistently brings fresh and imaginative ideas to the table that enhance team output. Demonstrates originality and inventiveness in approaching tasks, often surprising the team with unique perspectives. Excels at transforming abstract concepts into concrete, actionable solutions. Frequently finds unconventional methods
to improve processes or outcomes. Contributes artistic or design-oriented thinking that elevates the quality of collaborative projects. Encourages a culture of creativity by inspiring others to explore new approaches. Regularly shares creative suggestions that spark discussion and innovation during meetings. Shows reluctance to explore novel ideas
which can limit the creative potential of the team. Has difficulty translating imaginative concepts into practical applications. Often relies on standard approaches instead of experimenting with alternative solutions. Appears uncomfortable when challenged to think beyond traditional frameworks. Rarely initiates or contributes to brainstorming
sessions, missing opportunities to showcase creative thinking. Needs to develop more confidence in proposing innovative ideas, even when they may be untested or unconventional. Seeks out real new projects and assignments with a view to learning to help achieve performance goals. Actively seeks out new projects and assignments with a view to learning to help achieve performance goals.
new skills. Is able to absorb feedback through training and coaching to improve at their role. Helps others through coaching to help them achieve better job performance. Struggles to stay engaged with ongoing professional development opportunities, impacting skill advancement. Hesitates to seek out additional training that could enhance job
performance and career growth. Shows limited interest in applying new skills or knowledge gained from training sessions to daily tasks. Has difficulty identifying personal development areas that could benefit from targeted training. Rarely takes initiative to mentor or share newly acquired skills with team members, missing opportunities for
 collective growth. Demonstrates a strong level of leadership. Has an understanding of what their team is working on and can delegate effectively. Gives flexibility to their team in how they want to tackle problems. Does not micromanage employees' tasks and provides them the space to do their best work. Is quick to help out their team with any issues
that arise Demonstrates strong communication skills with their team and their own manager(s). Helps keep their team engaged in their work. Provides constructive feedback from direct reports. Leads by example and takes initiative to lead projects. Willing to support juniors and coworkers to get them up to speed. Gets in
touch with team members to understand a projects progress and lends their expertise wherever required. Fosters team building and encourages learning and development. Ensures team members are comfortable asking questions and listens attentively to their gueries before responding. Sets clear and measurable performance expectations
imbalances. Struggles with providing clear, constructive feedback to team members. Limited ability to motivate and inspire team towards common goals. Inconsistency in enforcing policies and procedures, affecting team discipline. Difficulty in managing team conflicts constructively, impacting team harmony. Shows hesitation in making decisive
decisions, delaying project progress. Shows reluctance in adopting new management practices that could improve team efficiency. Needs improvement in strategic planning, affecting to issues with task completion and accountability. Demonstrates
strong time management skills. Seeks to continuously improve in all areas of their work. Is able to complete their assigned tasks on time without sacrificing quality work. Is well-organized and formulates plans to use their time efficiently. Respects the time of coworkers and their project deadlines. Often misses deadlines, affecting overall project
timelines. Struggles with prioritizing tasks, leading to inefficiencies in workflow. Frequently distracted by non-work-related issues, reducing focus on tasks. Limited use of productivity tools or techniques to streamline tasks. Helps build out the teams knowledge base by sharing their expertise. Explains subjects and tasks to coworkers in a way that
they can easily understand. Has repeatedly demonstrated the ability to bring new solutions or a new outlook to prior problems. Keeps up to date with industry trends and practices. Struggles to apply theoretical knowledge to practical work
scenarios. Needs to enhance technical skills relevant to the job role. Shows difficulty in grasping complex concepts quickly, Lacks initiative in seeking out learning opportunities for professional growth. Can be trusted to complete tasks in a timely matter along with delivering quality work. Has demonstrated consistency with their work output, no
matter the task or project. Has demonstrated that they are a reliable team member that others can go to and expect quality results from. Is always quick to follow up and answer correspondence. Is a loyal and valuable part of the team. Occasionally fails to meet deadlines, causing delays in project completion. Shows inconsistency in attendance or necessary to the team.
punctuality. Relies heavily on others to complete tasks, instead of taking ownership. Demonstrates difficulty in following through on commitments. Sometimes overlooks details critical to task completion, leading to errors or rework. Can work with minimal supervision. Shows initiative to seek out additional work or new tasks to tackle. Enthusiastically
takes on new challenges outside their comfort zone. Has taken an entrepreneurial approach to providing new solutions to problems. Often waits for instructions rather than proactively identifying and addressing issues. Shows reluctance to volunteer for new projects or tasks outside of assigned responsibilities. Demonstrates hesitancy in proposing
innovative ideas or solutions to challenges. Needs improvement in seizing opportunities for professional development and growth. Lacks initiative in seeking out ways to improve processes or enhance efficiency within the team or organization. Is willing to take on tasks outside their job description. Generally demonstrates a positive attitude towards
work. Shows willingness to set goals and works hard to accomplish them. Approaches confrontation calmly and is willing to accept others point of view. Bounces back after failure with a positive mindset. Maintains a favorable approach to work and builds genuine relationships with team members. Doesn't let difficult situations dampen their work ethic
and can work well under pressure. Displays a negative attitude towards assigned tasks or colleagues, impacting team morale. Struggles to maintain a positive outlook during challenging situations, affecting team dynamics. Shows resistance to feedback or constructive criticism, hindering personal growth. Occasionally exhibits a lack of enthusiasm or
motivation towards job responsibilities. Needs improvement in demonstrating a proactive and solution-oriented mindset in the workplace. Can pivot between tasks and take on new assignments outside their remit. Receptive to trying new ideas and ways of working. Can handle shifting priorities and change focus quickly. Can admit when theyre wrong
and are willing to learn from their mistakes. Is always calm in the face of adverse situations. Is happy to collaborate with other departments and HR software solutions. Has difficulty adjusting to changes in work processes or procedures. Shows
resistance to new technologies or tools introduced in the workplace. Struggles to effectively navigate transitions in team dynamics or organizational structure. Demonstrates rigidity in mindset, making it challenging to embrace new ideas or perspectives. Reports to work on time every day and has a history of perfect attendance. Arrives early for
meetings, seminars, and workshops. Meets the attendance policies of the organization without prior information. Shows inconsistency in adhering to scheduled breaks or lunch times. Demonstrates a
pattern of unexcused absences, impacting team productivity. Struggles to maintain regular attendance due to personal reasons or external commitments. Tends to leave work early without prior authorization, disrupting workflow and impacting team productivity. Struggles to maintain regular attendance due to personal reasons or external commitments.
and inclusive team environment. Uses humor appropriately to enhance team spirit. Makes work enjoyable and engaging for others. Always encourages colleagues in a positive and uplifting manner. Occasionally overlooks opportunities to inject humor or light-heartedness into team interactions. Shows reluctance to participate in team-building
activities or social events. Struggles to create a positive and enjoyable work environment for colleagues. Demonstrates a lack of creativity, ensuring work objectives are still met effectively. Continuously seeks ways to improve processes
and outcome Actively seeks and incorporates feedback for betterment. Demonstrates a strong commitment to learning and growth. Quickly recovers and learns from setbacks. Consistently identifies inefficiencies and proposes innovative solutions for optimization. Tends to repeat the same mistakes without learning from past experiences. Struggles to
adapt to changing circumstances or feedback, leading to stagnant progress. Demonstrates resistance to trying new approaches or methods, hindering innovation. Shows difficulty in accepting and incorporating diverse perspectives or ideas into iterative processes. Lacks consistency in seeking feedback and iterating on work or projects to improve
outcomes. Displays strong strategic planning abilities. Anticipates needs and plans accordingly. Pays close attention to details in planning strategies in collaborating with team members and other departments, ensuring comprehensive and cohesive planning.
efforts. Often fails to develop comprehensive plans before starting projects, leading to disorganized execution. Struggles with prioritizing tasks effectively within planning frameworks, causing delays and missed deadlines. Shows inconsistency in reviewing and adjusting plans as needed, resulting in inefficient use of resources. Consistently prioritizes
customer satisfaction, resulting in positive feedback and repeat business. Shows outstanding problem-solving abilities to resolve customer issues efficiently and effectively. Exhibits a high level of empathy and understanding in dealing with customer experience.
Pays close attention to customer needs and details, ensuring thorough and personalized service. Responds promptly and professionally to customers. Demonstrates difficulty in empathizing with customer concerns or complaints,
leading to dissatisfaction. Occasionally fails to follow up with customers promptly or adequately address their inquiries. Struggles to communicate effectively with customers, resulting in misunderstandings or frustration. Shows inconsistency in providing accurate information or solutions to customer queries. Needs improvement in handling difficult
or irate customers calmly and professionally. Lacks initiative in proactively seeking feedback from customers to improve service quality. Consistently upholds high ethical standards and demonstrates integrity in all aspects of work. Maintains a professional demeanor in all situations, setting a positive example for the team. Handles sensitive
information and situations with discretion and professionalism. Strictly adheres to company policies and guidelines, promoting a culture of compliance and professionalism. Occasionally displays unprofessional behavior, such as inappropriate language or attire. Shows inconsistency in adhering to company policies and procedures, compromising
professionalism. Demonstrates a lack of respect for colleagues or superiors, undermining a professional work environment. Struggles to maintain confidentiality or handle sensitive information with discretion, risking trust and integrity. Shows exceptional self-motivation, consistently taking initiative and going above and beyond expectations.
Demonstrates a strong focus on setting and achieving ambitious goals, driving positive outcomes for the team and organization. Exhibits persistence and determination in overcoming obstacles and challenges, maintaining momentum towards objectives. Displays a genuine passion for their work, inspiring others with their enthusiasm and
commitment. Effectively motivates and energizes team members, fostering a high-performance work environment. Occasionally lacks enthusiasm or initiative in tackling challenging tasks or projects. Shows inconsistency in maintaining high levels of motivation over extended periods. Demonstrates reluctance to take on additional responsibilities or
seek out opportunities for growth. Struggles to stay focused and engaged during periods of low interest or motivation, impactful for timely completional ability to manage time efficiently, ensuring tasks are completed within deadlines. Effectively prioritizes tasks, focusing on what is most important and impactful for timely completional ability to manage time efficiently, ensuring tasks are completed within deadlines.
Conducts meetings efficiently, respecting the time of all participants and ensuring productive use of allocated time. Could benefit from more effective time management strategies to meet deadlines consistently. Often underestimates the time needed to complete tasks, leading to delays. Struggles to prioritize tasks effectively, resulting in inefficient
use of time. Shows difficulty in adhering to deadlines, causing stress and rushed work. Demonstrates a tendency to get easily distracted, impacting focus and productivity. Youve got a lot of examples above to help you, but teach a man to fish as they say. Before you write a phrase, determine what you're skill, competency or behavior youre evaluating
Common categories include: Problem solving Communication Creativity Leadership Collaboration, Task, Action, and Result even if briefly implied. Example: "Took initiative to design a new onboarding deck (Action) when our team expanded (Situation), which helped reduce
training time by 30% (Result). Use active, positive verbs: Demonstrates, excels at, proactively, consistently, fosters, adapts, delivers, initiates, supports. Avoid passive or vague terms like does okay, sometimes, or sort of helps. A good review phrase shows confidence without arrogance. Try: "Effectively led" vs. "Single-handedly revolutionized" "Often
contributes fresh ideas" vs. "Is the only one who brings creativity" For Strengths: Focus on positive patterns: What do you regularly do well? Be specific about outcomes. Example: "Regularly volunteers creative framing. Mention
steps youre taking or open a door for support. Example: "Tend to stick with proven methods when deadlines are tight; looking to build more space for creative experimentation in Q3." Quantify results if possible: time saved, % improved, frequency, etc. Use a mix of qualitative and quantitative and quantitative statements. Write in third-person for formal reviews (e.g.,
Tanya demonstrates), or first-person if writing a self-review (e.g., Ive improved). For more on optimizing performance management, subscribe to our weekly newsletter for HR and business leaders. Youll receive all our latest content to help you grow in your career and make greater impact in your org. Quality of work is an important aspect of an
employees performance in their professional environment. This article offers a collection of example phrases that can be used to assess and describe an employees quality of WorkThese questions will help you gain a better understanding of an employees quality of
work, allowing you to identify their strengths and areas for improvement. Did the employee meet or exceed their goals and expectations for the review period? Did the employee proactive in identifying and resolving problems, or were there issues with errors, mistakes, or missed deadlines? Was the employee proactive in identifying and resolving problems, or were there issues with errors, mistakes, or missed deadlines? Was the employee proactive in identifying and resolving problems, or were there issues with errors, mistakes, or missed deadlines? Was the employee proactive in identifying and resolving problems, or were there issues with errors, mistakes, or missed deadlines? Was the employee proactive in identifying and resolving problems, or were there issues with errors, mistakes, or missed deadlines? Was the employee proactive in identifying and resolving problems, or were there issues with errors, mistakes, or missed deadlines? Was the employee proactive in identifying and resolving problems, or were there issues with errors and increase the employee proactive in identifying and resolving problems.
did they require significant guidance and supervision?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a willingness to learn and improve their skills, or did they demonstrate a lack of initiative or growth?Did the employee show a will not skill the skills and the skills and the skills are skills.
Examples for 48 Key Skills2000+ Performance Review Phrases: The Complete List (Performance Review Phrases requently goes above and beyond to ensure work meets the highest standardsDemonstrates mastery and expertise in their fieldProduces exceptional workConsistently delivers top-notch work, far
exceeding expectationsDemonstrates exceptional attention to detail and accuracyTakes ownership of projects and delivers flawless resultsMeticulous and attentive to detailsEmployee goes above and beyond in every assignmentSets new standards for excellence in their workConsistently produces innovative and superior resultsShows remarkable
ability to enhance and improve upon requirementsCreates exemplary work that others aspire to achieveDemonstrates outstanding commitment to quality in all tasksMaintains exceptional standards even under pressureProduces work of the highest caliber consistentlyShows extraordinary attention to quality in all tasksMaintains exceptional standards even under pressureProduces work of the highest caliber consistentlyShows extraordinary attention to quality in all tasksMaintains exceptional standards even under pressureProduces work of the highest caliber consistentlyShows extraordinary attention to quality in all tasksMaintains exceptional standards even under pressureProduces work of the highest caliber consistentlyShows extraordinary attention to quality in all tasksMaintains exceptional standards even under pressureProduces work of the highest caliber consistentlyShows extraordinary attention to quality in all tasksMaintains exceptional standards even under pressureProduces work of the highest caliber consistentlyShows extraordinary attention to quality in all tasksMaintains exceptional standards even under pressureProduces work of the highest caliber consistentlyShows extraordinary attention to quality in all tasksMaintains exception at the pressure pressu
exceed expectationsDemonstrates remarkable consistency in excellenceSets the benchmark for quality in the departmentDelivers outstanding results that advance organizational goalsParagraph Example 1Jane has consistently exhibited an outstanding results that advance organizational goalsParagraph Example 1Jane has consistently exhibited an outstanding results that advance organizational goalsParagraph Example 1Jane has consistently exhibited an outstanding results that advance organizational goalsParagraph Example 1Jane has consistently exhibited an outstanding results that advance organizational goalsParagraph Example 1Jane has consistently exhibited an outstanding results that advance organization and the second results are second results.
expertise and dedication, has enabled her to deliver projects that consistently surpass expectations. Not only does she strive to achieve exceptional results, but she also goes above and beyond to ensure every aspect of her work meets the highest standards. Janes commitment to excellence is truly remarkable and has a significant positive impact on
her team and the overall success of the company. Paragraph Example 2Jane consistently produces exceptional work that goes above and beyond her job expectations. Her meticulous approach and impressive attention to detail have made her a role model for her peers. She consistently delivers high-quality work that has had a positive impact on the
entire team. Paragraph Example 3Mary consistently delivers outstanding work that goes above and beyond the expectations for her role. Her ability to maintain an incredibly high level of attention to detail and accuracy has positioned her as a valuable member of the team. She routinely takes ownership of projects and delivers flawless results,
contributing significantly to the organizations success.4 Exceeds ExpectationsExample PhrasesConsistently delivers high-quality work beyond to ensure exceptional attention to detail, resulting in near-flawless workProactively identifies areas for improvement to exceed
expectationsRegularly produces high-quality work, surpassing expectationsDemonstrates strong attention to detail and accuracyProactive in addressing potential issues before they become problemsFrequently submits work of high qualityDelivers work ahead of deadlinesShows strong commitment to maintaining high standardsCreates reliable and
consistently superior work productsDemonstrates excellent quality control in all tasksMaintains high standards even under pressureProduces work that requires minimal revisionShows strong ability to enhance existing processesCreates solutions that exceed standard requirementsDemonstrates consistent excellence in outputRegularly surpasses
quality benchmarksTakes initiative to improve work quality 180 Sample Performance Review Comments (and 5 Summaries) Paragraph Example 1Sarah consistently exceeds expectations in her work. She not only completes her tasks on time, but the quality of her work is commendable. She often finds ways to go above and beyond in her projects,
ensuring that she delivers exceptional results. Sarahs attention to detail is outstanding, and her work is often near-flawless. In addition, Sarah proactively identifies areas for improvement and takes the necessary steps to surpass expected standards. Paragraph Example 2John regularly produces high-quality work, exceeding the expectations for his
role. His strong attention to detail and accuracy is evident in the projects he completes. Moreover, John is proactive in identifying potential issues and addressing them before they escalate into significant problems, consistently providing solutions with the
quality of his work. He is known for delivering projects ahead of deadlines and using strong problem-solving skills to navigate complex situations. Sams commitment to excellence has made him a highly valued team member. 3 Meets Expectations Example Phrases Completes assignments and meets the required quality standards consistently Shows
attention to detail and accuracyDemonstrates an ability to learn from feedback and improve work qualityWork is accurate and consistently delivers work as expectedEffectively meets assigned deadlinesMaintains a steady workload and
outputDemonstrates a solid grasp of job responsibilitiesDisplays a satisfactory level of skill in the execution of tasksProduces work that meets standard requirementsShows adequate attention to quality controlMaintains acceptable quality to follow
quality guidelinesDemonstrates reliable work outputMeets established quality benchmarksTakes appropriate care in task completionDelivers work that satisfies basic requirements Management Style: 50 Performance Review Example 1John consistently meets the expectations of his position by delivering quality work
within the assigned deadlines. He maintains a steady workload and demonstrates a solid understanding of his job responsibilities. Johns skills and abilities to perform his tasks are satisfactory, showing his commitment to his role within the company. Paragraph Example 2Jane meets the required quality standards for her role, consistently completing
assignments with precision and accuracy. She demonstrates a willingness to learn from feedback, continuously improving the expected level of work quality makes her a reliable team member. Paragraph Example 3Sarah consistently meets expectations in her role, producing accurate and
reliable work that meets the required output quality. She is able to resolve routine issues on her own and takes pride in her work. Sarah continues to play an essential role in maintaining the teams performance. 2 Needs ImprovementExample PhrasesWork requires frequent revisionsStruggles to meet deadlinesRequires guidance to resolve
issuesOccasionally delivers work that falls below the expected quality standardsDemonstrates inconsistent attention to detail, leading to errors and inaccuraciesRequires frequent guidance and oversight to achieve the desired quality levelShows limited ability to maintain quality standardsProduces work with frequent errorsDemonstrates inconsisten
quality controlHas difficulty following established quality guidelinesCreates work that often needs significant revisionShows inadequate attention to detailStruggles to meet basic quality requirementsDelivers inconsistent resultsOften misses important details in assignmentsShows limited improvement despite feedbackDemonstrates poor quality
awarenessHas difficulty maintaining acceptable standardsProduces work that frequently disappointsRequires constant quality monitoringParagraph Example 1Mike needs to improve the quality of work he submits, as it often requires revisions and adjustments. He struggles with meeting deadlines, which impacts the teams overall productivity. With
support and guidance, Mike can develop better habits, overcome challenges, and improve his quality of work. Their output often necessitates extra supervision and revisions in order to align with the established
guidelines. Additionally, the employee has a tendency to overlook critical details, which leads to errors and incomplete work. The inconsistency in their work quality and the frequent inaccuracies have posed challenges in achieving the teams objectives. Moving forward, it is essential for the employee to pay closer attention to details and adhere to their
established standards to improve their overall performance. Paragraph Example 3Johns work occasionally falls below the expected quality standards, and he displays inconsistent attention to detail, resulting in errors and inaccuracies. He often requires extra guidance and supervision to reach the desired level of quality. John needs to focus on
enhancing his skills and applying feedback to improve his work quality consistently. 1 Unacceptable Example PhrasesWork is consistently below standard Fails to meet minimum quality standard Shows little to no concern for detail or accuracy, leading to
numerous errorsDoes not demonstrate accountability or a willingness to improve work qualityConsistently fails to meet deadlinesCareless with details and frequently produces errorsOften too overwhelmed or disorganized to perform tasks accuratelyWork consistently does not meet job requirementsMakes mistakes that negatively impact the team
and customer experienceShows complete disregard for quality standardsProduces unusable or incomplete workDemonstrates no quality control measuresIgnores established quality requirementsDelivers unacceptable results consistentlyShows no
interest in improving quality 500 Performance Review Comments (by 5-Level Rating) Paragraph Example 1John consistently fails to deliver work that meets the necessary requirements of his position. His attention to detail is lacking, and he frequently produces work with multiple errors. His disorganization and inability to manage his workload result
in missed deadlines, negatively impacting the entire team and the customer experience. It is essential for John to take immediate steps to improve his performance and learn the skills necessary to contribute positively to the team. Paragraph Example 2Jane consistently provides work that fails to meet the minimum quality standards required for her
role. She displays a lack of concern for detail and accuracy, resulting in numerous errors and inaccuracies in her work quality, which has negatively impacted the teams overall performance. Paragraph Example 3Janes quality of work is, unfortunately,
unacceptable, consistently falling below the companys standards. She is unable to meet the minimum requirements or correct mistakes, affecting the teams performance. Immediate action needs to be taken to address these issues and ensure her work meets company expectations. Understanding Modern Performance Appraisal Methods and
Techniques for Organizational Success Performance appraisals have been a cornerstone of performance appraisals have been a cornerstone of performance appraisal or evaluations occurred once or twice per year in forma
process and outcomes. The limitations of traditional performance appraisal methods have become increasingly apparent in todays dynamic business environment, where organizations need agile, responsive, and development-focused approaches to talent management that support both individual growth and organizational success. Modern
performance appraisal techniques have evolved to address these shortcomings by incorporating continuous feedback, multi-source evaluation, and forward-looking development planning that creates positive employee experiences while driving measurable business results.eLeaPs Performance Management Platform revolutionizes the performance
appraisal process by providing comprehensive tools that simplify evaluations, boost productivity through targeted development, and drive measurable results that benefit both employees and organizations. Our platform transforms traditional appraisal processes into strategic talent development initiatives that build organizational capability while
supporting individual career advancement and job satisfaction. Ready to modernize your performance appraisal process? Start Your Free 30-Day Trial of eLeaPs Performance Management Platform and business results. New to modern performance
 appraisal techniques? Download our comprenensive guide: The Skeptics Guide to Performance Management and discover proven strategies for implementing effective performance appraisal methods have undergone dramatic transfer
from their traditional roots, moving away from one-size-fits-all approaches and punitive carrot-and-stick methodologies toward more sophisticated, personalized, and development-focused strategies that recognize the unique needs of different employees, roles, and organizational contexts. These modern approaches emphasize collaboration,
continuous improvement, and future-focused development rather than backward-looking criticism and evaluation. Organizations that continue to engage employees, develop talent, and drive business results through effective performance management. The traditional
annual review model is not only ineffective but often counterproductive, creating anxiety and defensiveness rather than motivation and improvement. There are demonstrably better options available that can transform performance appraisal from a dreaded administrative burden into a powerful tool for organizational development and competitive
advantage. In this comprehensive guide, well explore the most effective modern performance appraisal methods available today, analyze their benefits and implementation considerations, and help you determine which approaches are most suitable for your organizations unique needs, culture, and strategic objectives. You may discover that combining
several methods creates the most comprehensive and effective approach for your specific organizational SuccessUnderstanding the fundamental importance of performance appraisal provides the foundation for implementing effective evaluation systems that
drive both individual development and organizational success. When designed and executed properly, modern performance measurement to encompass strategic talent development, organizational alignment, and competitive advantage
creation. Performance appraisal serves as the cornerstone of effective talent management by providing systematic approaches to evaluations create structured opportunities, and aligning individual performance with organizational objectives. These evaluations create structured opportunities for meaningful dialogue
between managers and employees while providing data and insights that inform strategic decisions about resource allocation, promotion opportunities, and organizational Alignment and Goal Achievement: Effective Performance appraisal systems create clear
connections between individual employee performance and broader organizational goals, ensuring that every team member understands how their daily activities contribute to strategic objectives and business success. This alignment helps prioritize efforts, focus resources on high-impact activities, and create shared accountability for organizational
performance that drives measurable business results. When performance appraisals effectively cascade organizational goals down to individual objectives, employees gain clear understanding of expectations while managers can track progress toward strategic priorities through individual performance metrics. This alignment ensures that performance
improvement efforts support broader business objectives while providing employees with meaningful work that connects to organizational success. Performance appraisal identifies specific areas where individual employees can improve their effectiveness, efficiency, and contribution to
organizational success while providing targeted feedback and development resources that accelerate improvement. These evaluations help employees understand their strengths and development opportunities while creating actionable plans for continued growth and evelopment resources that accelerate improvement. These evaluations help employees understand their strengths and development opportunities while creating actionable plans for continued growth and evelopment opportunities while creating actionable plans for continued growth and development resources that accelerate improvement.
and replicate best practices from high-performing employees while addressing performance gaps before they impact business results or team dynamics. This proactive approach to performance management creates opportunities for continuous improvement while building organizational capability and competitive advantage. Competency Development
and Skills Gap Closure: Modern performance appraisal methods systematically identify competency gaps and skill development needs while creating targeted development plans that build organizations understand their talent inventory while identifying
areas where additional training, development, or recruitment may be necessary to support business objectives. By connecting performance evaluation with learning and development, or recruitment may be necessary to support business objectives. By connecting performance evaluation with learning and development, or recruitment may be necessary to support business objectives. By connecting performance evaluation with learning and development opportunities, effective appraisal systems ensure that skill building efforts align with both individual career aspirations and organizational needs, maximizing the return
on development investments while supporting employee engagement and values Integration: Performance appraisal provides structured opportunities to reinforce organizations. These evaluations help align employee
behavior with cultural expectations while identifying opportunities to strengthen cultural and behavioral elements alongside performance metrics, they help build cohesive organizational cultures that support collaboration, innovation, and
excellence while providing clear expectations for professional conduct and interpersonal effectiveness. Career Development and Growth Planning that help employees understand advancement opportunities while preparing them for
increased responsibilities and leadership roles. These evaluations provide frameworks for discussing career aspirations while creating development plans that support individual advancement and organizational succession planning. Effective performance appraisal also helps identify high-potential employees who may be ready for advancement while
providing development opportunities that build leadership pipeline and organizational continuity. This strategic approach to talent development ensures that organizations have the leadership pipeline and organizations have the leadership capability necessary for continued growth and market success. Performance Standards and Accountability: Performance appraisal establishes clear
performance standards and accountability measures that help employees understand expectations while providing managers with tools and frameworks for addressing performance issues constructively. These evaluations create documentation that supports fair and consistent treatment of all employees while providing evidence for promotion,
development, and advancement decisions. By establishing clear performance standards and regular evaluation processes, organizations create accountability systems that encourage excellence while providing support for improvement and development that benefits both individual employees and organizational performance. Of course, traditional
performance appraisal methods often fall short of achieving these strategic benefits due to their backward-looking focus, infrequent timing, and poorly suited for modern organizational needs that require agile, responsive, and
development-focused approaches to talent management. The Critical Problems with Outdated Performance appraisals have been fundamental components of performanc
the growing recognition that traditional appraisal methods have long been ineffective at achieving their stated objectives while often creating negative side effects that undermine employee engagement, organizational culture, and business performance. The outdated performance management model itself is being systematically replaced with new,
more agile and effective methods that can deliver critical benefits while keeping pace with the accelerating speed of modern business environments. These traditional approaches to performance improvement that support
both individual success and organizational competitiveness. Fundamental Flaws in Traditional Appraisal Approaches Backward-Looking Focus and Limited Relevance: The most significant problem with traditional performance appraisal methods is their exclusively backward-looking focus that emphasizes past performance rather than future
development and improvement opportunities. Whether organizations use rating scales, evaluation checklists, forced-choice methodologies, critical incidents documentation, or behaviorally anchored rating scales, these approaches all share the fundamental flaw of focusing on historical performance that may have limited relevance to current
challenges and future opportunities. This backward-looking approach means that performance discussions often center on events and behaviors that occurred weeks or months previously, making it difficult for employees to connect feedback with specific situations or to implement meaningful changes in their daily work routines. By the time annual or
semi-annual reviews occur, the specific circumstances that led to performance outcomes may have changed significantly, reducing the relevance and impact of evaluation feedback. Furthermore, backward-looking performance appraisals provide limited value for decision-making about future assignments, development opportunities, or career
advancement because they focus on past performance rather than future potential and capability development. This limitation prevents organizations from effectively development investments. Infrequent Timing and Missed Opportunities: Traditional performance
appraisal cycles that occur annually or semi-annually create significant gaps between performance observation and improvement. These extended time periods between evaluations mean that performance issues
may persist for months before being addressed, while achievement and excellence may go unrecognized until long after they occur. The infrequent nature of traditional appraisals also means that changing business priorities, evolving role requirements, and emerging development needs may not be addressed promptly, leading to misalignment
between employee activities and organizational objectives. This timing disconnect reduces the relevance of performance management and development planning. Moreover, infrequent performance evaluations create high-stakes situations that generate anxiety and defensiveness rather
than productive dialogue about development and improvement opportunities. When employees receive feedback only once or twice per year, they may become defensive about criticism or surprised by performance assessments that dont align with their self-perception or understanding of expectations. Punitive and Evaluation-Focused Approach:
Traditional performance appraisal methods often emphasize evaluation and judgment rather than development and improvement, creating adversarial relationships between managers and employees rather than development and improvement, creating adversarial relationships between managers and employees rather than development and improvement, creating adversarial relationships between managers and employees rather than development and improvement, creating adversarial relationships between managers and employees rather than development and improvement, creating adversarial relationships between managers and employees rather than development and improvement, creating adversarial relationships between managers and employees rather than development and improvement and improvement and improvement are considered as a suppose of the constant of the constant and improvement are constant as a suppose of the constant are constant as a suppose of the constan
rather than building capability and supporting professional growth that benefits both individuals and organizations. The evaluation-focused nature of traditional appraisals often creates zero-sum thinking where employees compete against each other for limited high ratings rather than collaborating to achieve shared organizational objectives. This
competitive dynamic can undermine teamwork and collaboration while creating organizational cultures that discourage risk-taking and innovation. Furthermore, punitive approaches to improve their performance, instead focusing on
documentation and rating assignment that serves administrative purposes rather than driving meaningful performance appraisal methods are highly susceptible to various forms of bias and subjectivity that can undermine fairness and accuracy in
evaluation outcomes. Manager bias, recency effects, halo effects, and personal preferences can significantly influence evaluation results, leading to inconsistent and optentially discriminatory outcomes that undermine employee trust and organizational credibility. Without systematic approaches to bias reduction and objective performance
measurement, traditional appraisals often reflect manager opinions and preferences rather than actual performance outcomes and contributions to organizational success. This subjectivity can lead to legal challenges while creating perceptions of unfairness that damage employee engagement and organizational culture. The subjective nature of
traditional appraisals also makes it difficult to compare performance across different managers, departments, or time periods, limiting the value of evaluation data for strategic decision-making about talent development, resource allocation, and organizational planning. Limited Development Focus and Support: Perhaps most critically, traditional
performance appraisal methods often fail to connect evaluation outcomes with meaningful development opportunities and resources that enable employees to improve their performance and advance their careers. These approaches typically focus on identification of deficiencies without providing clear pathways for improvement or access to
development resources that address identified needs. The lack of development focus in traditional appraisals means that evaluation insights often fail to translate into meaningful performance improvement or career advancement, reducing the value of the appraisal process for both employees and organizations. Without clear connections between
evaluation feedback and development planning, performance appraisals become administrative exercises rather than strategic talent development focus also means that organizations miss opportunities to build internal capability and leadership pipeline through systematic talent development that aligns individual
growth with organizational needs and strategic objectives. The Most Effective Modern Performance evaluation, they vary significantly in their effectiveness, implementation requirements, and suitability for different organizational contexts. Through extensive
research and practical application across diverse industries and organizational types, several modern performance appraisal methods have emerged as particularly effective at delivering meaningful performance improvement. These
advanced appraisal methods share common characteristics that distinguish them from traditional approaches: they emphasize future development rather than past evaluation, incorporate multiple perspectives and feedback sources, focus on collaborative goal-setting and achievement, and integrate performance evaluation with ongoing development
and career planning activities that benefit both individuals and organizations. 360-Degree Feedback: Comprehensive Multi-Source Evaluation processes by incorporating multiple
perspectives and feedback sources that provide comprehensive, balanced, and actionable insights into employee performance and development needs. This approach has gained rapid adoption across industries because of its effectiveness at providing complete performance pictures while reducing bias and subjectivity that often compromise
traditional evaluation methods. The 360-degree feedback approach, sometimes referred to as the peer review model, expands beyond traditional manager-only evaluations to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluation to include input from all stakeholders who regularly interact with the employee being evaluated.
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supervisors and managers, subordinates and team members, and in many cases, customers, clients, or other external stakeholders who can provide valuable insights into performance effectiveness and professional impact.Implementation Framework and Best Practices: Effective 360-degree feedback implementation requires careful planning and
structure to maximize benefits while minimizing potential negative outcomes such as personal conflicts or retaliatory feedback. The most successful implementations apply this methodology consistently across the entire organization rather than selectively, ensuring fairness and creating organizational cultures that value comprehensive feedback and
continuous improvement. Anonymization of all feedback sources encourages honest, constructive input from participants who might otherwise hesitate to provide candid feedback due to concerns about personal or professional repercussions. This anonymity protection is essential for gathering authentic insights while maintaining positive working
relationships and organizational culture that supports open communication and continuous improvement. Structured feedback templates and evaluation frameworks ensure consistency across different feedback sources while providing clear guidance for participants about the types of insights and observations that are most valuable for performance
improvement and development planning. These templates help focus feedback on specific competencies, behaviors, and outcomes rather than general impressions or personal preferences. Strategic Benefits and Organizational Impact: The 360-degree feedback approach provides multiple levels of transparency that build trust and credibility in
performance evaluation processes while ensuring that assessment outcomes reflect comprehensive performance impacts different stakeholders while providing managers with complete information for development planning
and performance improvement initiatives. Comprehensive performance analysis becomes possible when evaluation incorporates multiple perspectives and observation points, enabling identification of patterns, trends, and development opportunities that might not be apparent from single-source evaluations. This thorough analysis supports more
accurate performance assessment while providing detailed insights that inform targeted development planning and career advancement strategies. Multiple viewpoints on employee strengths and development areas provide balanced, nuanced performance assessment that recognizes the complexity of workplace effectiveness while identifying specific
areas where improvement efforts can have the greatest impact on individual performance and organizational success. This comprehensive perspective helps avoid over-emphasis on single performance dimensions while ensuring that development efforts address the most critical improvement opportunities. The inclusive nature of 360-degree feedback
helps all participants feel valued and engaged in organizational performance improvement while creating shared responsibility for individual and team success that strengthens collaborative relationships and organizational improvement, they
become more invested in providing constructive feedback and supporting collective success. Implementation considerations and Risk Mitigation: Successful 360-degree feedback implementation requires careful attention to potential risks and challenges that can undermine effectiveness if not properly addressed. Organizations must establish clear
guidelines and expectations for feedback participation while providing training and support that helps participants provide constructive, development-focused input rather than personal criticism or competitive undermining. Protection against personal grudges and political maneuvering requires robust feedback review processes and quality controls
that identify potentially problematic input while ensuring that evaluation outcomes reflect genuine performance observations rather than personal conflicts or organizational politics. This protection maintains the integrity of the feedback process while preserving positive working relationships and organizational culture. Cultural preparation and
change management support help organizations successfully transition to 360-degree feedback exchange. This preparation is essential for overcoming resistance while building organizational
capability for ongoing performance improvement by Objectives (MBO): Collaborative Goal-Setting and Achievement by Objectives (MBO): Collaborative goal-setting and achievement frameworks
that empower employees while ensuring clear alignment between individual performance and organizational objectives. This approach works particularly well when combined with frequent support. The frequency of
check-ins and performance conversations is critical for MBO success, with weekly or bi-weekly interactions proving most effective for maintaining momentum and providing timely feedback that enables real-time performance adjustment and improvement. Monthly or quarterly check-ins, while better than annual reviews, often prove too infrequent for
maintaining engagement and enabling responsive performance management that keeps pace with changing business priorities and employees in establishing performance objectives, development goals, and
success metrics that align individual aspirations with organizational needs and strategic priorities. This collaborative approach helps ensure that performance objectives are realistic, achievable, and meaningful while building employee empowerment through
participation in goal-setting and performance planning creates intrinsic motivation and accountability that drives sustained performance improvement and professional growth. When employees have input into their performance improvement and professional growth.
ability to achieve challenging goals and advance their careers. The collaborative nature of MBO also strengthens relationships between managers and employees by creating shared responsibility for performance success while building trust and communication that supports ongoing development and career advancement. This partnership approach
transforms the manager-employee relationship from supervisor-subordinate to coach-mentee, creating more positive and productive working relationships. Implementation Process and Best Practices: Effective MBO implementation begins with managers and employees working together to establish specific, measurable, achievable, relevant, and time
bound (SMART) objectives that align with both individual career aspirations and organizational strategic priorities. This collaborative goal-setting process ensures that performance objectives are meaningful, realistic, and supportive of both personal and professional development. Regular check-in meetings provide structured opportunities for
discussing progress toward goal achievement, identifying obstacles and challenges that may require additional support or resources, and celebrating milestones and accomplishments that maintain motivation and momentum. These ongoing conversations enable real-time course correction while providing continuous feedback and development
support that accelerates performance improvement. Progress measurement and milestone tracking help maintain focus on goal achievement while providing objective data that informs performance evaluation and development planning. Clear metrics and measurement criteria ensure that progress assessment is fair and accurate while providing
employees with concrete feedback about their performance and development trajectory. Strategic Benefits and Performance Outcomes: The MBO approach empowers employees to take control of their performance and professional development trajectory. Strategic Benefits and Performance and professional development trajectory.
intrinsic motivation that drives sustained high performance while building employees develop skills and experience that support their professional aspirations while building organizational capability and leadership pipeline. When
performance objectives align with career development goals, employees are more engaged and motivated while organizations between managers and employees create positive organizational culture while enabling effective communication and
support that drives performance improvement and professional development. These strong relationships also improve retention and job satisfaction while building organizational capabilities enable responsive performance management that addresses challenges promptly while
capitalizing on opportunities for improvement and development. This agility helps maintain performance momentum while preventing small issues from becoming major problems that impact individual or organizational success. Limitations and Complementary Approaches: While the MBO method excels at managing tangible, measurable objectives
and career-oriented goals, it may be less effective for addressing intangible goals such as interpersonal skill development, cultural alignment, or behavioral improvement that are difficult to quantify but important for overall performance effectiveness. Organizations using MBO approaches often benefit from combining this method with other
evaluation techniques that address these softer skill areas. Integration with other approaches, can provide comprehensive performance evaluation that addresses both quantitative goal achievement and qualitative performance dimensions. This combined approach ensures that
all aspects of performance are evaluated and developed effectively. Behaviorally Anchored Rating Scales (BARS): Objective Behaviorally Anchored Rating Scales (BARS) method represents a sophisticated approach to performance appraisal that combines the objectivity of quantitative rating systems with the specificity and
relevance of behavioral observation and assessment. While similar to traditional rating scale approaches, BARS incorporates significant improvements that address many of the limitations and biases associated with conventional evaluation methods. The BARS approach evaluates employee performance by comparing observed behaviors against
specific, clearly defined behavioral examples that are anchored to numerical ratings, creating more objective and consistent evaluation outcomes than traditional subjective and subjectiv
in performance assessment. Behavioral Anchoring and Performance Standards: BARS methodology relies on carefully developed behavioral anchors that represent different levels of performance effectiveness for specific competencies, skills, or job responsibilities. These behavioral examples are derived from actual workplace observations and are
specifically tailored to individual roles, departments, or organizational contexts to ensure relevance and accuracy in performance behaviors that represent excellent, satisfactory, and unsatisfactory performance levels for each evaluated
competency or responsibility. This systematic approach ensures that evaluation criteria are based on actual job requirements and performance observations rather than abstract concepts or subjective preferences. Clear behavioral examples help both managers and employees understand specific performance expectations while providing concrete
guidance for improvement and development efforts. When employees can see exactly what behaviors represent different performance levels, they can focus their improvement efforts on specific actions and approaches that will enhance their effectiveness and evaluation outcomes. Implementation Framework and Quality Assurance: Successful BARS
implementation requires careful development of behavioral anchors that accurately represent different performance levels while remaining relevant to actual job requirements and organizational contexts. This development process typically involves input from multiple stakeholders, including high-performing employees, experienced managers, and
subject matter experts who understand the specific requirements and challenges of different roles. Quality assurance and calibration processes help ensure that behavioral anchors are consistently applied across different evaluation cycles, reducing bias and subjectivity that can compromise evaluation accuracy and fairness. Regular
review and update of behavioral anchors ensure that evaluation criteria remain current and relevant as job requirements and organizational priorities evolve. Training and support for managers who conduct BARS evaluation skills and capabilities that improve
assessment quality and employee development outcomes. This training is essential for realizing the full benefits and Performance Improvement: The BARS method provides enhanced ability to assess progress toward intangible goals such as
interpersonal skills, leadership capability, and cultural alignment that are difficult to measure using traditional quantitative approaches. This comprehensive assessment capability ensures that all aspects of performance are evaluated and developed effectively. Improved feedback quality results from clearly defined behavioral examples that provide
specific, actionable guidance for performance improvement and professional development. Employees receive concrete information about what behaviors they should continue, modify, or develop rather than vague or general feedback that provides limited guidance for improvement. Clear performance standards and expectations help employees
understand exactly what is required for success while providing managers with objective criteria for evaluation and development planning. This clarity reduces confusion and development planning and development planning. This clarity reduces confusion and development planning.
departments ensure fairness and accuracy in performance assessment while providing reliable data for strategic decision-making about talent development, resource allocation, and organizational planning. This consistency builds trust and credibility in performance management processes while supporting evidence-based talent management
decisions. Risk Management and Bias Reduction: While BARS methodology significantly reduces many forms of bias and subjectivity compared to traditional rating approaches, personal bias can still influence evaluation outcomes if assessments are conducted without appropriate safeguards and guality controls. Performance management software
and systematic evaluation processes help minimize these risks while ensuring fair and accurate assessment outcomes. Integration with performance management technology enables more consistent application of BARS criteria while providing data analysis and trend identification that support continuous improvement in evaluation processes and
outcomes. This technological support helps realize the full benefits of BARS methodology while reducing administrative burden and potential for human error. Regular calibration and bias training for evaluators help maintain evaluation quality while building awareness of potential bias sources and mitigation strategies. This ongoing development
ensures that BARS evaluations remain fair, accurate, and supportive of employee development and organizational success. Assessment Center Method: Comprehensive Skills and Competency EvaluationThe assessment center method, with origins dating back to the 1930s, has evolved into a sophisticated and highly effective approach to performance enter method, with origins dating back to the 1930s, has evolved into a sophisticated and highly effective approach to performance enter method.
appraisal that provides comprehensive insights into employee capabilities, potential, and development needs. This method offers significant advantages for modern organizations by providing clear, objective assessment of current performance while also predicting future performance potential and career development possibilities. The assessment
center approach involves employees participating in multiple evaluation exercises and activities designed to reveal different aspects of their skills, competencies, personality traits, and performance capabilities in various situations and contexts. These assessments can include role-playing scenarios, fact-finding exercises, group discussions, decisions, decisions, and contexts.
making simulations, and other activities that mirror real workplace challenges and responsibilities. Comprehensive Assessment Framework: Assessment framework: Assessment center methodology provides detailed insights into employee performance across multiple dimensions and competencies through carefully designed exercises that simulate real workplace challenges
and responsibilities. These multi-faceted assessments reveal capabilities and potential that may not be apparent through traditional evaluation methods or routine job performance observation. The variety of assessment activities ensures that different personality types, skill sets, and performance styles are fairly evaluated while providing
comprehensive understanding of individual strengths, development areas, and career potential. This inclusive approach helps identify talent and potential that might be overlooked through other evaluation methods. Customization along its contexts and organization and career potential that might be overlooked through other evaluation methods. Customization capabilities allow assessment center methods to be tailored to specific roles, career levels, and organizational contexts
while maintaining consistency and objectivity in evaluation outcomes. This flexibility ensures that assessments remain relevant and accurate while providing meaningful insights for different positions and career development paths. Performance Prediction and Career Development paths for different positions and career development paths.
method is its ability to provide insights into future performance potential and career development possibilities, making it particularly valuable for succession planning and talent development initiatives. These predictive capabilities help organizations make informed decisions about promotion, development possibilities, making it particularly valuable for succession planning and talent development possibilities.
individuals and organizational success. Assessment results help identify employees who may be ready for advancement or increased responsibilities while revealing development needs that should be addressed before career progression occurs. This information supports strategic talent management and succession planning while ensuring that
advancement decisions are based on comprehensive capability assessment rather than limited performance observations. Career development planning becomes more accurate and effective when based on comprehensive assessment return than limited performance observations.
responsibilities. This information helps create targeted development plans that prepare employees for career advancement while building organizational capability and leadership pipeline. Implementation Considerations and Resource investment to design,
conduct, and analyze evaluation activities while ensuring that assessment outcomes are accurate, relevant, and actionable for performance improvement assessment center approaches. Professional expertise may be
required for assessment design, administration, and results interpretation to ensure that evaluation outcomes are valid, reliable, and legally defensible. This expertise requirement may involve internal capability development or external consultant engagement, depending on organizational resources and assessment complexity. Cost-benefit analysis requirement may involve internal capability development or external consultant engagement, depending on organizational resources and assessment complexity.
helps organizations determine whether assessment center investments are justified by the benefits achieved through improved talent identification, development, and career planning. While assessment centers can be expensive and time-consuming, they often provide valuable insights and outcomes that justify the investment for strategic talent
management initiatives. Psychological Performance Appraisal: Understanding Human PotentialThe psychological performance appraisal method addresses one of the most significant limitations of traditional evaluation approaches: the failure to adequately assess and understand the human elements of performance that significantly impact individual
effectiveness and organizational success. This specialized approach focuses on psychological factors, personality traits, and cognitive capabilities that influence performance outcomes while providing insights into individual potential
and career development possibilities, making them essential tools for strategic talent management, succession planning, and career development initiatives that require deep understanding of individual capabilities and growth potential beyond current performance levels. Comprehensive Psychological Assessment Framework: Psychological
performance appraisal requires qualified psychological professionals who can design, administer, and interpret various assessment instruments and evaluation methods that measure psychological factors influencing performance effectiveness. These assessment instruments and evaluation methods that measure psychological factors influencing performance effectiveness.
evaluation, leadership potential analysis, and interpersonal skills assessment methods ensure comprehensive evaluation while accommodating different personality types and individual preferences that may impact assessment outcomes. These methods ensure comprehensive evaluation while accommodating different personality types and individual preferences that may impact assessment outcomes.
can include structured interviews, group discussions, psychological testing instruments, role-playing exercises, and other evaluation approaches that reveal different aspects of psychological functioning and performance potential. Professional interpretation and analysis of assessment results ensure that psychological insights are accurately
understood and appropriately applied to performance improvement and career development planning. This professional expertise is essential for realizing the benefits of psychological assessment while avoiding misinterpretation or inappropriate application of assessment while avoiding misinterpretation of assessment while avoiding misinterpretation of assessment while avoiding misinterpretation or inappropriate application or inappropriate appl
unique insights into employee potential that extend beyond current performance levels to encompass future development possibilities and career advancement potential. This forward-looking perspective is particularly valuable for succession planning and talent development initiatives that require understanding of individual growth potential and
leadership capability.Integration with other performance appraisal methods creates comprehensive evaluation systems that address both current performance approach provides complete performance assessment while supporting targeted
development planning that addresses both skill gaps and psychological development needs. Career planning and development become more effective when informed by psychological assessment results that reveal individual strengths, preferences, and potential for success in different roles or career paths. This information helps create development
plans that align with individual psychological profiles while supporting organizational succession planning and talent pipeline development. Introvert-friendly assessment approaches ensure that psychological appraisal methods accommodate different personality types and communication styles that may not be fairly represented in other evaluation
methods. This inclusivity helps identify talent and potential that might be overlooked through traditional performance assessment approaches. Implementation Requirements and Considerations: Professional expertise requirements mean that psychological performance appraisal typically requires qualified psychologists or trained professionals who
can competently administer assessment and interpret results accurately. This expertise requirement may limit the accessibility and frequency of psychological assessment for psychological ass
methods and detailed results analysis. Organizations must carefully consider these requirements when deciding how to incorporate psychological assessment results will be combined with other performance evaluation
methods and applied to performance improvement and career development initiatives. This planning ensures that psychological insights are effectively utilized while maintaining comprehensive and balanced performance assessment approaches. Selecting and Implementing the Right Performance Appraisal MethodThe diverse range of modern
performance appraisal methods offers organizations numerous options for improving employee evaluation and development, but this variety also creates challenges in selecting and implementing approaches that best serve specific organizational needs, cultures, and strategic objectives. No single performance appraisal method is universally superior,
 instead, effectiveness depends on careful matching of evaluation approaches with organizational context, employee populations, and performance improvement goals. Many organization approaches with organizational context, employee populations, and performance improvement goals. The combining multiple performance improvement goals. The combining multiple performance improvement goals.
Successful performance appraisal method selection begins with thorough assessment of organizational culture, management philosophy, and employee expectations with collaborative cultures may benefit most from 360-degree feedback and MBC
approaches, while those with more hierarchical structures might prefer BARS or assessment center methods that provide clear performance standards and objective evaluation criteria. Company size and resources significantly impact the feasibility and effectiveness of different performance appraisal methods, with smaller organizations often
benefiting from simpler, more streamlined approaches while larger enterprises may have the resources and complexity that justify more sophisticated and comprehensive evaluation methods. Industry
requirements and regulatory considerations may influence performance appraisal method selection, particularly in highly regulated industries where specific competencies, certain evaluation approaches while limiting the
applicability of others. Employee Population and Role Considerations: Different employee populations and development needs. Technical roles may benefit from different performance appraisal approaches based on their responsibilities, career stages, and development needs. Technical roles may benefit from different performance appraisal approaches based on their responsibilities, career stages, and development needs.
might require 360-degree feedback and psychological assessment to evaluate complex interpersonal and strategic capabilities. Career development needs and advancement potential while
providing actionable development guidance. High-potential employees may benefit from more comprehensive assessment approaches, while others may need simpler, more focused evaluation methods. Cultural diversity and individual differences within employee populations require consideration of how different evaluation methods accommodate
various communication styles, cultural backgrounds, and individual preferences that may impact assessment accuracy and effectiveness. Inclusive evaluation approaches help ensure fair and accurate assessment accuracy and effectiveness. Inclusive evaluation approaches help ensure fair and accurate assessment accuracy and effectiveness. Inclusive evaluation approaches help ensure fair and accurate assessment accuracy and effectiveness.
strategic objectives should drive selection of evaluation methods that most effectively support desired outcomes while providing appropriate measurement and develop these capabilities, while those emphasizing operational
efficiency might choose approaches that focus on productivity and quality metrics. Talent development priorities and succession planning needs may
benefit from assessment center methods and psychological evaluation, while those focused on current performance improvement might prefer MBO and 360-degree feedback approaches. Business performance requirements and competitive positioning objectives should align with selected performance appraisal methods to ensure that individual
evaluation and development activities support broader organizational success and market positioning goals. Implementation requires thorough planning that addresses system design, technology requirements, training needs, and
change management considerations while establishing clear timelines and success metrics that guide implementation progress and effectiveness measurement. This planning process should involve key stakeholders across the organization to ensure buy-in and support for new evaluation approaches. Technology platform selection and integration
ensure that chosen performance appraisal methods are supported by appropriate software and systems that facilitate efficient administration, data collection, and results analysis while providing user-friendly interfaces that encourage participation and engagement. Modern performance management platforms can significantly enhance the
effectiveness and efficiency of various appraisal methods. Training and development programs for managers and employees help ensure successful adoption and effective utilization of new performance appraisal methods while building capabilities that support ongoing performance improvement and development activities. Comprehensive training
addresses both technical aspects of evaluation methods and soft skills required for effective performance conversations, and processes associated with new performance appraisal methods helps build understanding and support
while addressing concerns and resistance that may impede successful implementation should emphasize how new evaluation approaches will benefit both employees and the organization while addressing potential concerns about fairness, workload, and performance expectations. Change champion identification and developmentation approaches will be addressing potential concerns about fairness.
create internal advocacy and support networks that facilitate adoption while providing peer-to-peer assistance and encouragement during implementation and ongoing utilization. These champions can help address concerns and provide practical guidance based on their own positive experiences with new evaluation methods. Feedback collection and
continuous improvement processes ensure that performance appraisal implementation remains responsive to user needs and organizational requirements while identifying opportunities for refinement and enhancement that improve effectiveness and user satisfaction over time. Quality Assurance and Continuous Improvement: Regular evaluation of
appraisal method effectiveness helps organizations understand whether chosen approaches are achieving desired outcomes while identifying areas for improvement or modification that enhance performance improvement and development results. This evaluation should include both quantitative metrics and qualitative feedback from users and
stakeholders. Calibration and consistency monitoring ensure that performance appraisal methods are applied fairly and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments, and time periods while maintaining the integrity and accurately across different managers, departments are accurately across different managers.
compromise evaluation effectiveness. Integration with organizational performance management systems ensures that individual appraisal results connect with broader talent management, succession planning, and organizational development initiatives while providing data and insights that inform strategic decision-making about human capital
investments and priorities. Technology Integration and Modern Performance Appraisal Platforms that facilitates efficient administration, comprehensive data collection, accurate analysis, and meaningful reporting while providing user
friendly experiences that encourage participation and engagement across all organizational levels. Advanced performance management platforms have become essential enablers of sophisticated approaches that would be impractical or impossible to implement effectively using manual processes. Technology integration transforms
performance appraisal from administrative burden to strategic capability by automating routine tasks, reducing bias and subjectivity, providing real-time insights and development outcomes. Organizations that leverage appropriate
technology solutions realize significantly greater benefits from their performance appraisal investments while reducing administrative costs and improving user satisfaction. Advanced Platform Capabilities and FeaturesMulti-Method Integration and Flexibility: Modern performance management platforms support multiple appraisal methods within
integrated systems that allow organizations to combine different evaluation approaches based on role requirements, employee needs, and organizations to combine different evaluation strategies that address diverse performance improvement
and development needs. Customizable evaluation frameworks accommodate different appraisal methods while providing consistent user interfaces and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration and reduce training requirements for managers and data structures that simplify administration are simplify administration and reduce training requirements for managers and data structures that simplify administration are simplified to the simplified training requirements for managers and data structures that simplified the simplified training requirements for managers and data structures that simplified the simplified training requirements for managers and data structures that simplified the simplified training requirements for managers and data structures that simplified the simplified training requirements for managers and data structures that simplified the simplified training requirements for managers and data structures that simplified the simplified training requirements for managers and data structures that simplified the simplified training requirements for managers and data structures that simplified the simplified training requirements for managers and data structures the sim
scalability and consistency across different departments and locations. Workflow automation and process management ensure that complex multi-method appraisal processes are executed efficiently and consistently while providing appropriate notifications, reminders, and escalation procedures that maintain evaluation timeliness and quality. This
automation reduces administrative burden while ensuring that important evaluation activities are completed according to established schedules. Analytics and Insights that inform performance improvement, development planning, and strategic talent
management decisions while providing comprehensive reporting that demonstrates the impact and effectiveness of evaluation activities. These analytics help organizations understand performance patterns and trends while identifying opportunities for improvement and development. Predictive modeling and trend analysis help organizations
anticipate future performance outcomes and development needs while identifying high-potential employees and performance risks that require attention and intervention. This forward-looking analysis supports proactive talent management and succession planning while enabling early identification of development opportunities. Comparative analysis
and benchmarking capabilities enable organizations to evaluate performance across different groups, departments, time periods, and evaluation methods while identifying best practices and improvement while providing context for individual
performance assessment and development planning. User Experience and Engagement: Intuitive user interfaces and streamlined workflows encourage participation and engagement in performance appraisal processes while reducing friction and resistance that can compromise evaluation effectiveness and user satisfaction. Modern platforms
prioritize user experience to ensure that evaluation activities are perceived as valuable and supportive rather than burdensome and administrative. Mobile access options accommodate diverse work arrangements and user preferences while ensuring that performance appraisal activities can be completed conveniently and
efficiently regardless of location or device preferences. This accessibility is particularly important for remote and hybrid work environments. Personalized dashboards and progress tracking help users understand their evaluation status and development progress while providing motivation and engagement that support ongoing performance
 improvement efforts. These features transform performance appraisal from periodic events to ongoing development activities that maintain focus and momentum. Implementation requires careful integration with existing HR information systems.
learning management platforms, and other organizational technologies to ensure data consistency and eliminate duplicate data entry while providing comprehensive employee information and development tracking capabilities. This integration reduces administrative burden while improving data accuracy and user experience. Data migration and
quality assurance processes ensure that historical performance information and employee data are accurately transferred to new platforms while maintaining data integrity and accessibility for trend analysis and development
planning. Security and compliance considerations ensure that sensitive performance data is protected appropriately while meeting organizational and regulatory requirements for privacy and data protection. Modern platforms provide comprehensive security features while maintaining usability and accessibility for authorized users. Training and
Change Management: Comprehensive training programs help managers and employees effectively utilize new technology platforms while building capabilities that support successful performance appraisal implementation and ongoing effectiveness. This training should address both technical platform usage and performance management best
practices that drive meaningful results. Change management and communication strategies help organizations successfully transition to new technology-enabled appraisal methods while addressing concerns and resistance that may impede adoption and effectiveness. Clear communication strategies help organizations successfully transition to new technology-enabled appraisal methods while addressing concerns and resistance that may impede adoption and effectiveness.
providing realistic timelines and success metrics. Ongoing support and continuous improvement processes ensure that technology platforms continue to meet organizational needs while adapting to changing requirements and user feedback that enhance effectiveness and user satisfaction over time. Legal Considerations and Compliance
Requirements Modern performance appraisal methods must comply with various legal requirements and regulatory standards that protect employee rights while ensuring fair and equitable treatment across all organizational levels and employee populations. Understanding and addressing these legal considerations is essential for implementing
effective appraisal systems that achieve performance improvement objectives while minimizing legal risks and maintaining organizations to discrimination claims, wrongful termination lawsuits, and
other legal challenges that can be both costly and damaging to organizational reputation and employee relations. Proactive attention to legal compliance objectives. Equal Employment Opportunity and Anti-Discrimination Requirements Fair and
Consistent Application: Performance appraisal methods must be applied consistently across all employee groups and populations while avoiding disparate impact on protected classes or individuals based on characteristics such as race, gender, age, religion, disability status, or other protected categories. Consistent application requirements extend to
evaluation criteria, processes, timing, and outcomes to ensure equitable treatment and legal compliance. Documentation and record-keeping requirements mandate comprehensive documentation and record-keeping requirements mandate record-keeping requirements and record-keeping record-keeping requirements and record-keeping record-keeping
about promotion, development, and employment actions. This documentation is essential for defending against potential discrimination claims while demonstrating commitment to equitable treatment. Bias reduction and objectivity measures help ensure that performance appraisal outcomes reflect actual performance and potential rather than
subjective preferences or unconscious bias that may compromise fairness and legal compliance. Training and technology solutions can help minimize bias while improving evaluation accuracy and consistency. Accommodation and Accessibility: Reasonable accommodation requirements mandate that performance appraisal methods accommodate
employees with disabilities while maintaining essential performance standards and evaluation criteria. These accommodations may include modified evaluation while meeting legal requirements. Accessibility standards ensure that technology platforms and evaluation while meeting legal requirements.
evaluation processes are accessible to employees with various disabilities while providing equal opportunity for participation and success in performance appraisal activities. This accessibility extends to both technical platform features and evaluation process design. Cultural sensitivity and language considerations help ensure that performance
appraisal methods accommodate diverse cultural backgrounds and language capabilities while maintaining fair and accurate evaluation outcomes for all employees regardless of cultural or linguistic differences. Documentation and Record-Keeping Standards Comprehensive Documentation Requirements: Legal compliance requires comprehensive
documentation of performance appraisal processes, criteria, and outcomes that provide clear evidence of fair and consistent treatment while supporting organizational decisions about employment actions. This documentation must be detailed enough to demonstrate compliance with legal requirements while remaining practical for ongoing
organizational use. Retention and storage requirements mandate appropriate retention periods and storage methods for performance appraisal documentation while ensuring accessibility for legal proceedings and compliance audits. Organizations must establish clear policies and proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal documentation while ensuring accessibility for legal proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal records while ensuring accessibility for legal proceedings and compliance appraisal records and 
balancing legal requirements with practical storage and access considerations. Confidentiality and privacy protections must balance transparency and fairness requirements with
confidentiality needs and legal privacy obligations. Quality Assurance and Audit Readiness: Regular audit and review processes help ensure ongoing compliance with legal requirements while identifying potential issues or improvements that enhance both process
compliance and outcome patterns that may indicate potential legal review and consultation ensure that performance appraisal methods and practices comply with current legal requirements while staying current with evolving legal standards and regulatory changes that may impact appraisal processes and outcomes. Training and
awareness programs help managers and HR personnel understand legal compliance standards while building capabilities that support both effective performance management and legal compliance objectives. Frequently Asked Questions: Expert Insights and Comprehensive GuidanceWhy are old performance appraisal methods
being phased out? Traditional performance appraisal methods are being systematically replaced because they fail to achieve their fundamental objectives of improving employee engagement. The most
significant problems with outdated approaches stem from their backward-looking focus, infrequent timing, and punitive orientation that create adversarial rather than collaborative relationships between managers and employees. Fundamental Ineffectiveness Issues: The backward-facing nature of traditional appraisal methods means that evaluation
discussions focus on events and behaviors that occurred weeks or months previously, making it difficult for employees to connect feedback with specific circumstances that led to performance outcomes may
have changed significantly, reducing the relevance and impact of evaluation feedback on future performance improvement. This historical focus also provides limited value for decision-making about future potential and
capability development. Organizations need forward-looking assessment approaches that help identify development opportunities and career potential rather than simply documenting historical performance observation and feedback
delivery, reducing the effectiveness of evaluation insights while missing critical opportunities for real-time course correction and improvement. When performance issues persist for months before being addressed, they become more difficult to correct while potentially impacting team dynamics and business results. The high-stakes nature of
infrequent evaluations creates anxiety and defensiveness rather than productive dialogue about development and improvement opportunities. Employees may become surprised by performance assessments that dont align with their self-perception or understanding of expectations, leading to conflict and resistance rather than improvement and
development. Cultural and Engagement Impact: Traditional appraisal methods often emphasize evaluation and judgment rather than development and improvement, creating adversarial relationships between managers and employees rather than development and improvement, creating adversarial relationships between managers and employees rather than development and improvement, creating adversarial relationships between managers and employees rather than development and improvement, creating adversarial relationships between managers and employees rather than collaborative partnerships focused on mutual success. This punitive approach focuses on identifying
deficiencies and assigning ratings rather than building capability and supporting professional growth that benefits both individuals and organizations. The competitive dynamics created by traditional rating systems can undermine teamwork and collaboration while discouraging risk-taking and innovation that organizations need for competitive
success. When employees compete against each other for limited high ratings, they may withhold knowledge sharing and collaboration that could benefit overall organizational performance. Modern Alternatives and Benefits: Contemporary performance appraisal methods address these fundamental problems by emphasizing continuous feedback
collaborative goal-setting, development-focused conversations, and multi-source evaluation that provide comprehensive and actionable insights for performance improvement. These modern approaches create positive employee experiences while driving measurable business results through effective talent development and engagement. Organizations
implementing modern appraisal methods report improved employee engagement, better retention of high-potential talent, more effective performance improvement, and stronger alignment between individual performance appraisal approaches while building
competitive advantage through superior talent management. Whats the best performance appraisal method? There is no universally best performance appraisal method because effectiveness depends on numerous organizational factors including culture, size, industry, employee populations, strategic objectives, and available resources that vary
significantly across different organizations and contexts. The most effective approach for any specific organization depends on careful assessment of these factors while considerations: Company culture and management philosophy significantly influence approach for any specific organization depends on careful assessment of these factors while considerations: Company culture and management philosophy significantly influence approach for any specific organization depends on careful assessment of these factors while considerations:
which appraisal methods will be most effective and well-received by employees and managers. Organizations with collaborative cultures may benefit most from 360-degree feedback and MBO approaches that emphasize participation and shared responsibility, while those with more structured environments might prefer BARS or assessment center
methods that provide clear standards and objective evaluation criteria. Industry requirements and regulatory considerations also impact method selection, particularly in highly regulated industries where specific competencies must be systematically evaluated and documented. Healthcare organizations may require different approaches than
technology companies, while manufacturing environments may have different needs than service organizations. Multi-Method Integration Strategies: Many organizations discover that combining multiple performance appraisal methods creates more comprehensive and effective evaluation systems than relying on any single approach. The 360-degree
feedback method often serves as an excellent foundation because it provides comprehensive perspective while reducing bias and subjectivity that can compromise evaluation accuracy and fairness. Additional methods can be integrated based on specific organizational needs and objectives. For example, organizations focused on career development
might add psychological assessment or assessment or assessment or assessment of performance while accommodating diverse employee needs and role requirements. Selection and Implementation Guidance: Successful method
selection requires thorough assessment of organizational goals, employee populations, management capabilities, and available resources while considering implementation requirements and ongoing maintenance needs. Organizations should pilot different approaches with small groups before full-scale implementation to understand effectiveness and
identify potential challenges or improvements. Professional consultation and expert guidance can help organizations implementation pitfalls and maximizing the benefits of chosen approaches. This expertise is particularly valuable for organizations implementation pitfalls and maximizing the benefits of chosen approaches.
significant changes to existing appraisal systems. Are manual performance appraisals better than automated options? Manual performance appraisals are significantly less effective than technology-supported approaches because they are more time-consuming, prone to bias and errors, inconsistent across different managers and time periods, and
 limited in their ability to provide comprehensive analysis and insignts that drive meaningful performance improvement and development outcomes. Manual performance appraisals, with managers and HK personnel spending excessive amounts of the
on administrative tasks rather than focusing on performance improvement and employee development activities that create real value for individuals and organizations. Manual processes often consume 60-80% more time than technology-supported approaches while providing less comprehensive and actionable results. Accuracy and bias issues
compromise the effectiveness of manual appraisals because they rely heavily on individual manager memory, perception, and judgment that can be influenced by recent events, personal preferences, and unconscious bias. Even managers with the best intentions may struggle to maintain objectivity and accuracy when conducting evaluations manually
without systematic data collection and analysis support. Inconsistency across different managers, departments, and time periods undermines the fairness and credibility of manual appraisal systems while making it difficult to compare performance or make strategic decisions about talent management and development. This inconsistency can create
legal risks while damaging employee trust and organizational culture. Technology-Enhanced Benefits: Advanced performance management software addresses these limitations by providing systematic data collection, bias reduction tools, comprehensive analytics, and consistent processes that improve evaluation accuracy while reducing
administrative burden and enhancing user experience. Technology platforms can automate routine tasks while providing insights and development planning. Objective data analysis and reporting capabilities enable organizations to identify patterns and trends that
inform strategic talent management decisions while providing comprehensive documentation that supports legal compliance and organizational decision-making. This analytical capability is impossible to achieve through manual processes alone. Integrated Approach Advantages: The most effective performance appraisal systems combine technology.
capabilities with human expertise and judgment to create comprehensive evaluation processes that leverage the benefits of both approaches while minimizing their individual limitations. Technology provides data collection, analysis, and process management support while managers contribute contextual understanding, relationship building, and
development planning expertise. This integrated approach ensures that performance appraisals remain human-centered and relationship-focused while benefiting from technology-enabled accuracy, consistency, and efficiency improvements that enhance rather than replace the essential human elements of performance management and employee
development. Is performance management more important than learning and development? Performance management are fundamentally interconnected and mutually dependent components of effective talent management that cannot be successfully separated or prioritized independently. These functions represent two
essential aspects of the same strategic objective: building organizational growth and career advancement that benefits both employees and organizational growth and career advancement that benefits both employees with the
resources and opportunities they need to improve their performance and advance their careers, resulting in evaluation processes that identify gaps without enabling improvement. This approach often leads to employee frustration and disengagement while failing to realize the performance improvement processes that identify gaps without enabling improvement. This approach often leads to employee frustration and disengagement while failing to realize the performance improvement processes that identify gaps without enabling improvement.
can provide. Conversely, learning and development programs without systematic performance management lack clear direction and prioritization that ensure development activities align with performance management lack clear direction and prioritization that ensure development activities align with performance management lack clear direction and prioritization that ensure development activities align with performance management lack clear direction and prioritization that ensure development ensured activities align with performance management lack clear direction and prioritization that ensured development programs without systematic performance management lack clear direction and prioritization that ensured development 
gaps or career development needs that drive individual and organizational success. Strategic Integration Benefits: Integrated performance management approaches create synergistic effects that amplify the benefits of both functions while providing comprehensive talent management systems that support both individual
growth and organizational capability building. When performance evaluation directly informs development planning and learning activities, organizations can ensure efficient use of development planning that aligns individual
aspirations with organizational needs while providing clear pathways for advancement that retain high-potential talent. Employees who see clear connections between performance evaluation, development opportunities, and career advancement are more engaged and committed to organizational success. Implementation Considerations: Successful
integration requires performance management systems that directly connect evaluation outcomes with development opportunities and resources while providing clear guidance for creating development plans that address identified performance gaps and career objectives. This connection ensures that performance discussions lead to actionable
development activities rather than simply documenting performance outcomes. Learning and development programs must be designed to address performance improvement needs while supporting career advancement objectives that
development investments drive measurable performance improvement while building organizational Culture Impact: Organizations that successfully integrate performance management and learning development create cultures of continuous improvement and growth that attract and retain high-
potential talent while building competitive advantage through superior human capital development. These cultures encourage risk-taking and innovation while providing support for learning from mistakes and development and career
advancement that builds loyalty and engagement while reducing turnover costs and maintaining organizational knowledge and capability. This commitment becomes a significant competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in competitive advantage in attracting and retaining top talent in attracting and retaining top talent in attracting and retaining top talent in attracting and retaining and retaining and retaining and retaining a
performance appraisals should measure multiple dimensions of employee contribution and potential to provide comprehensive assessment that supports both performance improvement and career development while aligning individual performance with organizational objectives and strategic priorities. The most important metrics extend beyond
simple performance outcomes to encompass behavioral competencies, development potential, cultural alignment, and strategic contribution that drive long-term individual and organizational success. Performance outcomes and Achievement, productivity, quality, and
business contribution that demonstrate individual impact on organizational success while providing clear benchmarks for improvement and development. These metrics should include both individual achievement and contribution to team and organizational objectives that reflect the collaborative nature of modern work environments. Quality
indicators measure the accuracy, excellence, and customer satisfaction associated with individual work output while providing insights into attention and competitive advantage. Quality metrics should reflect both internal standards and external
customer or stakeholder satisfaction with individual contributions. Efficiency and priorities effectively in ways that support both individual success and organizational efficiency. These metrics should consider both output volume and resource
utilization while recognizing the complexity and challenge level of different assignments and responsibilities. Behavioral Competencies and Skills: Interpersonal and communicate clearly with colleagues, customers, and stakeholders while
contributing to positive organizational culture and team effectiveness. These competencies are essential for success in most modern work environments and significantly impact both individual potential for advancement and increased responsibility while
assessing current contribution to team development, mentoring, and organizational improvement initiatives. These capabilities are essential for succession planning and career development while indicating readiness for promotion and expanded responsibilities. Problem-solving and innovation assessment evaluates individual ability to identify
challenges, develop creative solutions, and contribute to organizational improvement and competitive advantage. These capabilities are increasingly important for organizational success while indicating individual potential for career advancement and strategic contribute to organizational success while indicating individual potential for career advancement and strategic contribute to organizational success while indicating individual potential for career advancement and strategic contribute to organizational success while indicating individual potential for career advancement and strategic contribute to organizational success while indicating individual potential for career advancement and strategic contribute to organizational success while indicating individual potential for career advancement and strategic contribute to organizational success while indicating individual potential for career advancement and strategic contribute to organizational success while indicating individual potential for career advancement and strategic contribute advancement and strategic con
measures assess individual capacity for acquiring new skills, adapting to changing requirements, and growing with organizational needs while indicating potential for long-term career success while supporting organizational agility and competitive
advantage. Growth mindset and development orientation evaluation measures individual commitment to continuous improvement, professional development, and skill building while assessing receptiveness to feedback and coaching that support original development orientation is essential for sustained high performance while
indicating career development potential. Career potential and advancement readiness assessment evaluates individual preparation for increased before advancement occurs. This assessment supports succession planning while ensuring that
advancement decisions are based on comprehensive capability evaluation rather than limited performance observations. Cultural Alignment measures assess individual demonstration of desired behaviors and commitment to organizational mission while evaluating contribution to
positive workplace culture and team dynamics. This alignment is essential for long-term success while indicating fit with organizational culture and advancement potential. Ethical behavior and integrity evaluation assesses individual adherence to professional and organizational standards while measuring trustworthiness and reliability that are
essential for leadership roles and organizational success. These factors significantly impact career advancement potential while indicating cultural fit and values alignment. Team collaboration and support measures evaluate individual contribution to team success while assessing willingness to share knowledge, support colleagues, and prioritize
collective achievement over individual recognition. These behaviors are essential for organizational success while indicating leadership potential and cultural alignment. Conclusion: Transforming Performance Appraisal for Strategic Organizational SuccessPerformance appraisal represents one of the most critical opportunities for organizations to
drive individual development, align employee performance with strategic objectives, and build competitive advantage through effective talent management that supports both employee satisfaction and business success. The transformation from traditional evaluation methods to modern, development-focused approaches represents a fundamental shift
in how organizations think about human capital development while creating opportunities for sustainable competitive advantage through superior talent management. The evolution of performance appraisal methods reflects broader changes in organizational culture, employee expectations, and business requirements that demand more sophisticated,
responsive, and development-focused approaches to talent management. Organizations that successfully implement modern appraisal methods create positive employee experiences while driving measurable business results through improved performance, enhanced retention, and stronger alignment between individual capabilities and organizational
objectives. The Strategic Imperative for Modern Performance Appraisal Organizations that continue to rely on outdated performance appraisal methods face increasing competitive disadvantage as they fail to engage talent effectively, miss opportunities for performance improvement, and struggle to retain high-potential employees who expect
meaningful development support and career advancement opportunities. The cost of ineffective performance management extends beyond individual employee satisfaction to impact organizational culture, business performance management extends beyond individual employee satisfaction to impact organizational culture, business performance management extends beyond individual employee satisfaction to impact organizational culture, business performance management extends beyond individual employee satisfaction to impact organizational culture, business performance management extends beyond individual employee satisfaction to impact organizational culture, business performance appraisal methods address these challenges by creating
positive employee experiences that drive engagement while providing comprehensive assessment and development planning that supports both individual career advancement and organizational capability building. These approaches transform performance evaluation from administrative burden to strategic capability that drives competitive
advantage through superior talent management. The Employee Experience Transformation Effective modern performance appraisal methods fundamentally transform the employee experience by replacing anxiety-provoking evaluation processes with supportive development conversations that build relationships while driving performance
improvement and career advancement. This transformation creates positive associations with performance management while building trust and engagement that support long-term retention and organizational commitment. Employees who experience effective performance appraisal processes report higher job satisfaction, clearer career direction
stronger relationships with managers, and greater confidence in their ability to advance within the organization. These positive experiences translate into improved performance, enhanced retention, and stronger organization to improve description of the confidence in their ability to advance within the organization. These positive experiences translate into improved performance, enhanced retention, and stronger organization.
organizations today is not whether to improve their performance appraisal methods, but how quickly they can implement comprehensive approaches that drive meaningful results while building sustainable competitive advantages through superior talent management and employee development. Every day of delay represents missed opportunities for
employee development, performance improvement, and competitive advantages in talent attraction, employee engagement, performance improvement, and retention while building organizational cultures that support innovation,
collaboration, and excellence. These advantages compound over time to create sustainable competitive differentiation that drives long-term business success. Transform Your Performance Appraisal Process Today: Start Your Free 30-Day Trial of eLeaPs Performance Management Platform and experience how modern appraisal methods can
revolutionize your talent management and organizational performance Management Experts for personalized consultation about implementing effective performance Management for personalized consultation about the performance management for performance management for personalized consultation about the performance management and performance management for personalized consultation about the performance management for personalized consultation about the performance management for performance ma
comprehensive insights and proven strategies for transforming performance appraisal processes. The future of organizational success depends on effective talent management that begins with comprehensive, development-focused performance appraisal methods that create positive employee experiences while driving measurable business results
Transform your approach to performance appraisal and unlock the full potential of your organizations most valuable assetyour people. Dont let outdated performance appraisal methods limit your organizations potential. Embrace modern approaches that drive both individual success and organizational excellence. Start your transformation
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today.According to a news story published by SHRM, 95% percent of employees are in some shape or form, dissatisfied with their performance review comments have a strong part to play in that! To remedy that, we not only put together a list of perfect performance review process. We are willing to bet that a poorly delivered performance review comment to some and phrases for 2025. We also have a free performance review comment so as they reviewer sand phrases for 2025. We also have a free performance review comment so service sand the performance review phrases they use will rely heavily on that very relationship. The performance review comments are looking for reviewer sand their employees performance review phrases on this list can simply be used as they are, what we recommend is that you make adjustments based on examples from real cases and occurrences from that employees performance through the review period as well as the performance rating scales you are using. We hope that the examples you find in this list will help you in your performance Review Phrase Generatorif you don't want to scroll all the way down to go through each performance appraisal comment example we have for you review comment, pick an area you want the comment to be about, and generate the perfect appraisal comments about an employee, delivering feedback or supervisor recommendations shout their communication skills When writing performance appraisal comments on this topic can hit a lot closer to home and a lot harder. When making comments on this specific and constructive without making the employee feel like they are under attack. Belows the work of the situation of the performance review phrases about their communications. Also also also also also also also also a
questions when they don't fully understand.""In group settings, try building in more pauses after making your points. Those pauses create natural openings for quieter team members to contribute their perspectives.""Vour messages sometimes assume background knowledge that not everyone has. Taking a moment to consider when information is strong, some situations call for direct conversation. For sensitive topics or complex problems, consider scheduling a quieter team emblers to contribute their perspectives.""Vour messages sometimes assume background knowledge that not everyone has. Taking a moment to consider when the contribute their perspectives.""Vour messages sometimes assume background knowledge that not everyone has. Taking a moment to consider when the contribute their perspectives." "While your verticals." "While your written communication stills." "While your written common denominator among all performance everiew prolemance everiew plants about an end professionals invested a subject to the the other written with these facts in mind that even seasoned professionals invested professionals in
industry trends and best practices. You effectively apply your problem-solving skills to overcome challenges and find innovative solutions. You exhibit strong analytical abilities, enabling you to make data-driven decisions that benefit the team and organization. Constructive Phrases: You could benefit from further developing your technical skills to better meet the demands of your role. You might improve your job performance by seeking out additional training or professional development opportunities. You sometimes struggle with applying theoretical knowledge to practical situations on experience could help bridge this gap. You could benefit from further developing your decining making skills by thoroughly analyzing all available information before taking action. You tend to rely on familiar methods and approaches. Exploring new techniques and innovative solutions could improve your job performance. Examples of Initiative performance Review Phrases taking initiative at work is a great indicator of a hinging performance. Examples of Initiative performance appraisals. Taking initiative is always welcome in performance appraisals. Taking initiative is always welcome in performance appraisals. Taking initiative is always welcome in performance reviews can quite easily facilitate conversations of succession planning and career pathing. The initiative is always welcome in performance appraisals. Taking initiative is always welcome in performance appraisals. Taking initiative is always welcome in performance eviews can quite easily facilitate conversations of succession planning and career pathing. The initiative performance eviews phrases below and understance and initiative performance eviews prosentials. Taking initiative is always welcome in performance eviews prosentials. Taking initiative is always welcome in performance eviews prosentials. Taking initiative end only shows the employee solutions, to use the more work. The discussion of initiative performance eviews prosentials. Taking initiative performance evi
excel at analyzing complex problems and breaking them down mow into manageable complements of birthadon and resources to address problems, and ensure all potential solutions are thoroughly evaluated. There have been instances in which manageable of everlal problem-solving process in our organization. Constructive Phrases: We believe you are capable of developing a more structured approach to problem-solving process. This in turn can result in overlooking important details. Slowing down and being more thorough could enhance your effectiveness. You could work on becoming more proactive in identifying potential problems before they arise, allowing for preemptive action. Performance review comments and questions about time management skills have over time evolved to reflect an employee ability to maintain a healthy work-life balance. Creating a culture where your employees know just how mence you valve their work-life balance. Creating a culture where your employees work-life balance and feeling burnt out. Positive Phrases: You regularly complete tasks ahead of schedule, demonstrating excellent time management and feeling burnt out. Positive Phrases: You set an example with your use of productivity tools and techniques to stay organized and manage your time efficiently. You always ensure that high-priority tasks are completed on time and with high quality. You are adept at managing your time during meetings, keeping discussions focused and productive. You set an example with your our work. Constructive Phrases: Weve noticed that you could be setting clearer priorities to ensure that high-impact tasks are completed on time. You sometimes take on too many tasks at once, which can lead to missed deadlines without compromising the quitority you work. Constructive Phrases: Weve noticed that you underestimate the time required for some tasks. Allocating buffer time could help in managing unforeseed helps in
making abilities, confidently addressing challenges and making informed choices that benefit the team. You foster a positive and inclusive work environment, promoting teamwork and collaboration among all team members. Constructive Phrases: Improve leadership effectiveness by being more open to input and ideas from your team. You could work on better managing conflict within the team, addressing issues promptly and fairly to maintain a harmonious work environment. You tend to take on too many tasks yourself. Delegating more effectively could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your teams skill could help you focus on strategic priorities and develop your feativity in effectively or simply encouraging an employees creativity or simply encouraging them to be more innovative. Better the review period, demonstrated a strong ability to risingly encouraging them to be more innovative, the discussion of creativity in performance everies we want to help the priorities and they often lead to successful and innovative outcomes. You inspire creativity in others by encouraging a collaborative and pen-minded work environment. You regularly contribute original and valuable ideas that enhance our projects and processes. Areas of Improvement Phrases: We appreciate your considered work en
Constructive Phrases: Weve noticed that you could be setting clearer goals and priorities to help focus your effort but we believe there is still room to grow. You could build upon your overall performance by seeking regular feedback and actively working on a reas for development. You have a tendency to rely heavily on established methods. Being open to new approaches and idead could enhance your effectiveness. You could work on building stronger relationships with you retroin heavily on established methods. Being open to new approaches and idead could enhance your effectiveness. You could work on building stronger relationships with your creation behalf of the employees. So here are some examples of Self-Appraisal Comments by Employees would be complete without a self-review on behalf of the employees. So here are some examples of Self-Appraisal comming up and you are not quite creation be heavily on established methods. Being open to new approaches and idead could enhance your effectiveness. You could both the heavily on established methods. Being open to new approaches and idea could enhance your effectiveness. You could both the work on building spends to improve the temployees. Self-Appraisal Comments by employees. Being open to new appraisal comming up on ear to solve the ear some examples of Self-Appraisal Comments by Employees. When you should phrase the self-review on behalf of the employees. So here are some examples of Self-Appraisal Comments by employees. Being open to new appraisal comming up on the you have a performance appraisal comming up on the you have a performance appraisal comming up on the you have a performance appraisal comming up on the you have a self-appraisal comming up on the you have a self-appraisal comment by employees. It has a performance by englished the performance by englished the performance by englished the performance by englished the performance in the provision comments and recommendations form the bridge between current performance appraisal provide the reviewer with
organization can take better advantage of said employees output and potential. "Your exceptional performance this year positions you for potential leadership opportunities. I recommend pursuing our advanced project management certification program and taking on cross-departmental initiatives to broaden your supervisor recommendations should be centered not around the "What?" but the "How?". How can your company provide the necessary opportunities. For employees with clear areas. "To support your your support your support your your your your your your your your
consistent template could showcase your ideas more effectively. Conduct performance review sinside Microsoft Teams but also enhance your performance review comments with Al! Teamflect's Al performance review assistant allows you to; Lengthen, Shorten, Formalize, Simplify Check for Biases Regenerate Your performance review comments! You can also analyze review results with Al and build tailored development plans, integrate goals and OKRs into reviews, and do so much more! Ready to learn more? How to write performance review comments? When your eviting final comments for performance have make you want your reviews, and do so much more! Ready to learn more? How to write performance review comments? When your eviting final comments for performance appraisals, there are some key marks you want your review possible. You can also analyze review results with Al and build tailored development plans, integrate goals and OKRs into reviews, and do so much more! Ready to learn more? How to write performance review comments? When your eview possible your performance review comments? When your review comments you want performance review comments? When your review comments with performance review comments with positive feedback to set a constructive feedback to set a constructive feedback. Begin your comments with positive feedback feel less personal and more actionable. Avoid vague language: Avoid using vague language like good job or needs improvement. Instead, be specific about what the employee did well or what they need to work on. What should I avoid saying in performance reviews? What you don't say in an employee evaluation may sometimes matter more than the things you actually write in your employee evaluations. There are some thresholds reviewers need to avoid crossing at all costs. Same goes for those being evaluated. In this next section, we will be giving you some people management tips on everything you should avoid saying in performance reviews. From overtly negative language, to comparing employees to each other
can be frustrating for employees. Avoid vague comments like, You need to do better or Your work has room for improvement. Examples and suggest actionable steps for improvement. To improve ment about an employees character or personal criticisms: Avoid making personal criticisms: Avoid personal criticisms: Avoid personal per
start to finish. Mary works well with everyone, which makes it much easier to turn in quality work every time. Pat never turns in work that isn 100% he asks questions, makes corrections, and then turns it in with pride. Employees that go Beyond Whats Expected, Providing Excellent Quality, ereny image, constructive criticism and saking questions if hes unsure Julie double checks her work to avoid errors and always asks questions from superiors. Teammates always turns in quality work with any team members, ensuring they turn in quality projects every time. Vince always asks where he can improve himself to provide higher quality work in all areas. Boden never misses work and stays late if necessary to provide quality work with every time. Alison has great attention to detail that results in quality work with a team. Angela always completes her work on time and it needs little revision. Archie always asks where he can improve himself to provide higher quality work to to get things done right. Emmie always asks questions before starting a project to get quality work done too. Barry always asks if there a way he can improve, and will go back and always and always asks if there a way he can improve, and will go back and always always asks if there a way he can improve himself to the higher and works well with others, which makes it easier to get answers to questions and turn in quality work. Tammy stays focused and gets her work is done correctly and on time and if she cant get it done, she asks for help. Matt checks his errors and asks for help when needed without embarrassment. George works well with others, which makes it easier to get answers to questions and turn in quality work. Tammy stays focused and gets her work done on time each time. Employees that one project. Help talk to team members or superiors. Pamela takes criticism well and implements it in her works to ensure a job well done. Sara has great attention to detail and avoirior makes and the makes and the make and the makes and the project. Help and/or
needs to double-check her work before turning it in Jordan doesnt listen to instructions before starting her work which often leads to mistakes. Christian needs to be more flexible when it comes to doing work beyond his normal duties. Employees that Dont Meet Company StandardsWe can barely rely on accurate work coming from Joy. Adam rarely takes the time to understand the scope of the work before starting it, which often leads to errors. Moan gets angry if management points out his errors. Co-workers notice Jenns mistakes and it brings down their own morale. Hailey cant handle difficult tasks; this always results in a poor quality of work. Brittany doesn tunderstand the project she just jumps in to get it done, resulting in many errors. Bree doesnt take the time to understand the project she just jumps in to get it done, resulting in errors. Justin never turns his work in on time, which puts everyone else behind. Carol doesnt care about her work and it shows in the number of errors. Jonathon needs to improve his quality of work in order to stay in this position. Manny must ask questions before starting a project to avoid mistakes. Use these phrases to start your employees reviews. The phrases can start a helpful conversation to be licit the changes you need in your employees while praising them for the work they have been entroped to the same antrepreneur. As an entrepreneur, he has founded several multi-million dollar companies. As a writer, Keith's work polyment. As a writer, Keith's work, as a writer, Keith's work polyment. As a writer, Keith's work
examples of positive and negative phrases. Key TakeawaysUnderstand performance reviews and how they assess employee contributions. Discover 200 performance review phrases (positive + negative) for providing effective feedback and evaluating the quality of work. Let's see some positive Phrases. Rey TakeawaysUnderstand performance review phrases (positive + negative) for providing effective feedback and evaluating the fundation to betail. Rarely makes mistakes and if mistakes occur, always corrects them proactively. Proofreads their work adequately before any submission. Approaches the task with a lot of care reparding details and precision. Maintains accuracy even under tight work deadlines. Recognizes and manages inconsistencies effectively. Produces highly reliable and detailed work. Focuses on all aspects including the smallest detail. Negative Phrases: cannot focus on the most significant task. Need to work submitted. Concerning the quality presented, errors are much more than anticipated work. Focuses on all aspects including the smallest details that impact project quality. Shows a lack of consistency in upholding accuracy. Consistency in upholding accuracy are crucial aspects in ensuring work quality. Let's find out some positive phrases: Always delivers the same consistency in upholding accuracy. Consistency of quality for all tasks performed. Produces quality work under all circumstances. Consistency in meeting deadlines is commendable. Highly reliable when it comes to meeting project deadlines. Work quality is consistent and meets expectations. Frequently meets and exceeds quality work under all circumstances. Consistency and with reliable results. Returns quality work within the deadline and the work is accurate and swift. Negative Phrases: Work quality fluctuates and it makes it hard to rely on. Attaining allocated task deadlines is 't always achieves the same consistent in providing timely updates. Tends to complete tasks after the agreed time, consequently causing holdups or delays. Cannot maintain
tasks. Fends to avoid taking responsibility for solving problems. Fals to correctly identify obvious issues in work processes. Reluctant to propose new ideas for improvements, cannot analyze events and situations appropriately while working under pressures. Has challenges when there is a need for flexibility for solving problems. Fals to correctly identify obvious issues in work processes. Reluctant to propose new ideas for improvements, cannot analyze events and situations appropriately while working under pressures. Has challenges when there is a need for flexibility for solving problems. Fals to correctly identify obvious issues in work processes. Reluctant to propose new ideas for improvements and situations appropriately while working under pressures. Has challenges when there is a need for flexibility for solving problems. Fals to correctly identify obvious issues in work processes. Reluctant to propose new ideas for improvements and situations appropriately while working under pressures. Has challenges when there is a need for flexibility for solving problems. Fals to correctly identify obvious issues in work processes. Reluctant to propose new ideas for improvements and situations appropriately while working under pressures. Has challenges when there is a need for flexibility to the understanding wides of the cardiance and situations appropriately while working under pressures. Has challenges when there is a need for flexibility to the understanding work ideas for improvements and situations appropriately while working under pressures. Has challenges when it is needed. A communication which is provided to the improvement in formation on the end addition and situations appropriately while working understand the audience and situations appropriately working and the communications the foreign in formation on the end support to the foreign in formation on the end support to the foreign in formation on the end support to the foreign in formation on the end support to the foreign in formation on the end suppo
Phrases:Has a hard time working collaboratively with team members. Tends to think about personal goals than the whole team. Shows reluctance to share vital information with coworkers. Low level of contribution to team. Shows reluctance to share vital information with coworkers. Low level of contribution to team. Shows reluctance to share vital information with coworkers. Low level of leadership skills can help in recognizing potential leaders in the organization. Let's see some examples: Positive Phrases: Takes initiative to lead team projects. Frequently steps up in most challenging situations. Has developed a solid ability to make decisions. Seeks to the feet cive leadership; skills can help in recognizing potential leaders in the organization. Let's see some examples: Positive Phrases: Takes initiative to lead team projects. Frequently steps up in most challenging situations. Has developed a solid ability to make decisions. Seeks out effectiveleness and helps other team members to follow. Encourages and accepts in the team. However, the seek in the team with the team to the team of the team. However, and the team of the team
ways of doing things. Takes initiative to experiment with new concepts. Motivates other team members to use their creative power. Negative Phrases: Tends to rely on conventional methods rather than innovative stuff. Shows little initiative in offering new ideas. Rarely has any new thought except when it is absolutely necessary. Usually, adheres to existing procedures even if there is a need to change them. Doesn't encourage innovation within the team. Fails to adequately contribute to brainstorming sessions. Show minimal enthusiasm for exploring creative some team properts. Not the time misses chances for adding creativity in processes. 10. Overall Contribution to Team GoalsOverall evaluations of employees' performance will be useful to understand how well the team's mission. Being a keep layer in driving team success. Takes an active role in team projects. Keeps on making great statues in facilitating the success of the department. Frequently contributes to every team meeting with useful comments. Shows adequate commitment to the team's overall success. Always actively participates in team initiatives. Conducts personal work following the strategic objectives of the organization. Demonstrates strong dedication to team achievements. Negative Phrases: Rarely contributes to achieving team objectives. Mostly appears disconnected from team goals. Cannot seem to connect work with the team's initiatives. Needs more focus on improving personal efforts to support the team. Have a narrow vision where individual activities prevail over the team selficities individual tasks over team goals. Has difficulty working towards common objectives. Doesn't care about making the team win. Has no interest in teamwork and team events. Fails to take accountability for their role in team outcomes. Performance review is a systematic appraisal of a workers output within a given timeframe. It helps figure out the employee's strengths and work provided a ready-to-use performance review template that is downloadable. It addresses significan
5. Areas for Improvement: 1. 2. 3. 4. 5. Goals for Next Review Period: 1. 2. 3. 4. 5. Manager Comments: Employee Name: Position: Review Period: Achievements: 1. 2. 3. 4. 5. Challenges Faced: 1. 2. 3. 4. 5. Development Opportunities: 1. 2. 3. 4. 5. Additional Feedback: 4. 5. Very Achievements: 1. 2. Additional Feedback: 5. Employee Name: Position: Review Period: Key Achievements: 1. 2. 3. 4. 5. Overall Performance Rating: 1. 2. 3. 4. 5. Overall Performance Rating: 1. 2. 3. 5. Omments: 1. 1. 3. 6. Omments: 1. 1. 3. 3. 8. Omments: 1. 1. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3.
be useful in many ways. Let's see some of the common utilization benefits: Data Analysis: AI can easily analyze employee performance metrics which offer objective assessments based on data trends, rather than subjective opinions. Feedback Generation: AI tools can generate feedback based on input from peers and managers which helps fasten the review process and ensures comprehensive evaluations. Goal Tracking: AI systems are useful for tracking employees' goals and progress which is essential in reminding and updating the milestones achieved. Identifying Patterns: AI can identify different patterns in performance reviews. This is helpful for organizations to recognize high performers and those who need essential support. Customizable Templates: AI can identify different patterns in performance reviews. This is negative feedback. Final WordsEvaluation while allowing for personalized feedback. Final WordsEvaluation while accomplete the managers and human resource professionals in providing effective and clear feedback. Moreover, it enables employees to comprehend what they do well and what they do well and what they do well and what they need to work on. QI: What is the recommender frequency of performance review? In the majority of situations, it is carried out every year, or bi-annually. However, this is occasionally done every three months. This is determined by what exactly the organization's goals are Q2: What should I include in a performance review? You should include a job performance evaluation, with accomplishments, areas of improvement, and future goals or development strategies. Q3: How can I ensure performance reviews are fair? To enhance the fairness of the review, use appropriate, easily understood, and quantifiable measures. Also, give regular feedback and promote open communication between managers and subordinates. Explore Related Posts //smarttoolsai.com/post/icebreaker-questions I always believe that how you say. This can be the right mensure reviews. Using the right comments and prinage review
been punctual and always on time. Your excellent attendance record demonstrates your strong work ethic. Your consistent and timely attendance is noteworthy. Its a pleasure to work with someone who values being present and contributes to a positive and productive work environment. Examples of Negative Attendance Review Comments Your attendance is noteworthy. Its a pleasure to work with someone who values being present and contributes to a positive and productive work environment. Examples of Negative Attendance is noteworthy. Its a pleasure to work with someone who values being present and contributes to a positive and productive work environment. Examples of Negative Attendance is noteworthy. Its a pleasure to work with someone who values being present and contributes to a positive attendance is noteworthy. Its a pleasure to work with someone who values being present and contributes to a positive attendance is noteworthy. Its a pleasure to work with someone who values being present and contributes to a positive attendance is noteworthy. Its a pleasure to work late, causing disruption to team workflow. There has been a failure on multiple occasions to notify in advance about your absences, leaving disruption to team workflow. There has been a failure on multiple occasions to notify in advance about your absences, leaving disruption to team workflow. There has been a failure on multiple occasions to notify in advance about your absences, leaving disruption to team workflow. There has been a failure on multiple occasions to notify in advance about your absences, leaving disruption to team workflow. There has been a failure on multiple occasions to notify in advance about your absences, leaving disruption to team workflow. There has been a failure on multiple occasions to notify in advance about your absences, leaving disruption to team workflow. There has been a failure on multiple occasions to notify in advance about your absences, leaving disruption to team workflow. The attendance is notified in advance about y

confrontational attitude in you, which led to negative experiences with many customers. Your disinterested attitude seems to convey your lack of care about neighbor always value employees who display leadership qualities. True leaders on the path to success, and they have a clear vision, inspire others, set personal examples, and get things done. This makes it a key performance area (KRA) to evaluate during employee performance reviews. Examples of Positive Leadership Review Comments Your ability to inspire and motivate the team has been exceptional. Your leadership style drives the team to exceed expectations consistently. Your forward-thinking and strategic decision-making abilities have significantly contributed to the organizations success. Your open-door policy and willingness to listen have created a positive and inclusive work atmosphere. Your mentorship and guidance have played a pivotal role in the growth and skill enhancement of team members. Your proactive approach to problem-solving has had a direct impact on our operational efficiency. Examples of Negative Leadership Review Comments There is room for improvement in communicating expectations and performance standards to your team members. Your decision-making process needs refinement. Consider seeking input from team members to ensure a more well-rounded perspective before making key decisions. A more organized approach to tasks is necessary to avoid delays in project completion. There have been instances where the delegation of tasks lacked clarity, leading to confusion among team members. Please work on this area. Improvement is needed in handling interpersonal issues to maintain a positive and productive work environment. Watch: How to Develop Core Leadership Skills Communication & Interpersonal skills Communication & Interpersonal skills Communication & Interpersonal skills Communication and interpersonal skills are paramount in professional environment. members, and foster a cohesive work environment. These skills also build trust, resolve conflicts, and enhance collaboration. Here are some performance evaluation examples of Positive Review Communication & Interpersonal Skills Your ability to articulate ideas clearly and concisely has greatly enhanced team collaboration. Your communication style fosters an open and transparent work environment. You understand your colleagues perspectives through active listening and it has strengthened our team dynamics. Your approach to offering constructive feedback is commendable. It shows your dedication to helping team members grow and improve their skills. We noticed your versatility in adapting communication styles to different team members and situations and it has been a valuable asset. Examples of Negative Review Communication in the team. Improvement is needed in actively seeking and incorporating input from others. Your tendency to interrupt during discussions has been noted. Its important to allow others to express their thoughts fully before responding to ensure a more respectful and collaborative environment. There is not expressed to express their thoughts fully before responding to ensure a more respectful and collaborative environment. feedback is essential for personal and professional growth. You should work harder in the area of refining your communication style to match the different situations and personalities of the team members. If your employees are skilled in their core work but often struggle with communication, it is advisable to provide them with training to overcome the obstacle. I recommend exploring this Workplace Communication Skills Course on the practical aspects of effective communication to bring measurable changes in employees soft skills. Get Free Employees training Software All Features, Forever. We've helped 567 companies train 200,000+ employees. Create courses in under a minute with our AI LMS or use 200+ ready-made courses on compliance, harassment, DEI, onboarding, and more! Teamwork & Collaboration for shared responsibility, synergy, collective problem-solving, efficiency, and productivity. Check out which performance review phrases and comments you can use in this evaluation. Examples of Positive Teamwork & Collaboration Review Comments you can use in this evaluation. Examples of Positive Teamwork skills by actively collaborating with team members and willingly sharing knowledge and expertise. Youve been a valuable team player who consistently goes above and beyond to support your colleagues and contribute to shared goals. Youve been instrumental in fostering a positive environment by encouraging open communication, actively listening, and providing constructive feedback. Your ability to build and maintain strong working relationships with team members greatly enhances collaboration and contributes to the overall success of the team. You consistently demonstrate a strong commitment to teamwork & Collaboration Review Comments We observed difficulty in working well with others and resistance to cooperation, negatively impacting team dynamics. You often fail to participate in team discussions actively and tend to work independently, which limits collaboration and the ability to generate innovative ideas. Your lack of communication skills often leads to misunderstandings and conflicts within the team, hindering collaboration and productivity. The tendency to dominate conversations during team meetings inhibits equal participation and diminishes the sense of collaboration among team members. There has been a consistent failure to meet deadlines and deliver on commitments, putting additional pressure on team members. Watch: How to Build High-Performing Teams Flexibility & AgilityFlexibility and agility enable employees to adapt to changing business environments, respond quickly to new challenges, and stay competitive. They make a business more resilient. Examples of Positive Flexibility & Agility Review Comments (a high level of flexibility in adapting to changing work demands. Your ability to quickly to quickly to new challenges, and stay competitive. switch gears and handle unexpected challenges is commendable. Youre always willing to go above and beyond your designated responsibilities by helping out team members in various areas. You consistently exhibit a positively impacted the overall productivity of the team. Examples of Negative Flexibility & Agility Review Comments You have shown some difficulty in accepting feedback and resisting alternative approaches has hindered team collaboration and stalled projects. In situations that required quick decision-making, you tended to become overwhelmed and struggled to adapt your approach, leading to missed opportunities. A rigid adherence to established routines limits your ability to respond effectively in dynamic situations. We have observed that you struggle to maintain composure and adapt when dealing with unexpected challenges or setbacks. Your ability to stay agile in such situations needs improvement. Dependability reduces stress, builds trust among team members, and positively impacts the companys reputation. Examples of Positive Dependability Review Comments Youre a reliable person and you consistently deliver high-quality work on time. You consistently show up on time and are always ready to help team members. Youre a true team player who can always be relied upon to get the job done, no matter the circumstances. Your dependability is outstanding. You take ownership of your tasks and ensure they are completed efficiently and accurately. Examples of Negative Dependability Review Comments You need to improve your dependability. There have been several instances where youve missed deadlines or been late for meetings. Your lack of reliability often causes delays in project completion and negatively impacts the teams overall productivity. Your uninformed leaves are a big concern, as they create disruption in team schedules and hamper progress on deliverables. You came up short in fulfilling commitments and it caused frustration among team members and hindered goal achievement. Your lack of accountability and reliability has led to missed opportunities and dissatisfied customers. Time Management & Efficiency Time management and the resulting efficiency enable individuals to maximize productivity and accomplish tasks in a timely manner. By effectively managing ones time, prioritizing tasks, and implementing efficient strategies, employees can reduce stress, optimize workflow, and meet deadlines consistently. Lets check out some employee performance review comments examples on time management. Examples of Positive Time Management Review Comments Your

time management skills are notable. Your ability to organize and allocate time to different tasks efficiently contributes to the overall success of the team. You consistently deliver tasks within tight deadlines, showing a remarkable ability to balance multiple tasks simultaneously. Your dedication to efficient time utilization is commendable. Youve been a and allocate time effectively to ensure timely project completion. Based on our reviews, you should start developing a more structured approach to planning and executing tasks to avoid the negative impact on team timelines. Time management has been inconsistent on your part. While you show the capability to meet deadlines, there have been instances where poor planning resulted in rushed work. Your time management skills need improvement. There have been occasions where tasks were not completed on schedule. You should focus on better planning and organization. Poor time management is a concern. Focus on addressing this issue promptly to avoid further setbacks. Is a lack of time management taking a toll on your employees productivity and overall performance? This online training course on managing time can help your employees become more productive by prioritizing their daily activities more efficiently. It demonstrates how to overcome procrastination, handle distractions, and schedule tasks smartly. Get Free Employee Training Software All Features, Forever. We've helped 567 companies train 200,000+ employees. Create courses in under a minute with our AI LMS or use 200+ ready-made courses on compliance, harassment, DEI, onboarding, and more! Innovation & CreativityInnovation and creativity in the workplace are highly sought after as it is crucial for businesses to stay ahead of the competition. They drive growth, bring new ideas to the table, and create unique and valuable products or services that meet the changing needs of customers. Examples of Positive Review Comments On Innovation & CreativityYou always bring fresh and creative ideas to the table, which has helped us come up with some truly innovative solutions. Your ability to think outside the box and come up with new approaches to difficult problems is a real asset to the team. Your creativity has helped us win several new clients, and your willingness to take risks has paid off in big ways. You consistently produce high-quality work that shows your ability to innovate and improve upon existing processes. Your ideas and suggestions have helped us streamline our operations and improve efficiency across the board. Examples of Negative Review Comments On Innovation & Creativity Youre resistant to change and unreceptive to new ideas, which holds back the teams progress and prevents us from reaching our full potential. Your lack of creativity has resulted in stagnant projects and missed opportunities to improve our business. Your work has been lacking in originality and innovation, which has affected our ability to compete in the market. Your unwillingness to try new things or take calculated risks has prevented us from exploring new revenue streams. You tend to focus too heavily on the status quo, rather than exploring new ideas and approaches to problem-solving. Train your employees on how to build a Culture of Innovation | Training Course Introduction Problem-solving ability enables individuals to navigate challenges, make informed decisions, and contribute to organizational success. Employees with strong problem-solving skills can efficiently address issues, enhance productivity, and foster innovation, ultimately promoting a dynamic and adaptive work environment. Examples of Positive Review Comments On Problem-Solving Your problem-solving skills are truly impressive. You can tackle challenges with a creative and find solutions independently. Your resourcefulness in handling unexpected issues is commendable, and it greatly contributes to the overall efficiency of the team. You demonstrate a keen ability to identify root causes and implement effective solutions. Your problem-solving skills have made a significant difference in several recent projects. Its testimony to your ability to thrive in challenging situations. Examples of Negative Review Comments On Problem-Solving There have been instances where your problem-solving approach seemed reactive rather than proactive. Its crucial to anticipate potential issues and address them before they escalate. Lets work on fostering a more anticipatory mindset. Weve noticed a pattern where you tend to struggle with finding solutions independently. Its important to be more self-reliant in problem solving situations. Consider taking the initiative to research and explore potential answers. Your problem-solving process. In some instances, impacting our teams productivity. Lets discuss strategies to streamline your problem-solving process. In some instances, impacting our teams productivity. your problem-solving approach lacked a comprehensive analysis of the situation. Start delving deeper into the root causes of issues rather than opting for quick fixes. There have been communication gaps in your approach and progress.Ready to Conduct Outstanding Performance Reviews? If yes, start with these employee evaluation, but the way you summarize your assessments is even more important. Regardless of which KRA youre evaluating, clear phrasing makes it easier for employees to understand the points youre communicating, and they can focus on future expectations better. Make the feedback as objective as possible and express them concisely. Such clarity in performance review phrases and comments will enable your employees to absorb the feedback and ultimately act on it. To help you make headway, heres a performance review template you can use. It contains manager and self performance review? A performance review? A performance review examples. Frequently Asked Questions what is a performance review examples for future development. Generally, such reviews are held annually and they are done for all employees at all levels. But while annual performance reviews are a common practice, some organizations are moving towards more frequent and continuous feedback systems. This enables more timely adjustments, fostering a culture of ongoing improvement and development. How to write an effective employee performance review, set clear expectations and goals from the start, document specific examples of the employees performance, provide constructive feedback on areas for improvement, recognize the employees strengths and successes, and develop a plan for future performance and career growth. Watch: How to Give Great Feedback | Training Course Introduction Your Hub for Engaging People and Managing Success Performance reviews are an essential part of building a successful organization, helping employees grow, stay motivated, and excel in their roles. The key to effective performance management is delivering feedback thats clear, constructive, and specific. After all, how you communicate feedback directly impacts an employees productivity, job satisfaction, and overall career development. When it comes to performance management, the secret sauce is clear, constructive, and specific pointerslike respond more quickly to internal emailsprovide clear direction and help employees understand where they excel and where they can improve. This clarity not only drives individual performance but also builds a culture of continuous learning and growth. Personalized feedback is equally important. It recognizes each employees unique contributions, showing that their efforts are noticed and valued. When feedback feels personal and thoughtful, it boosts motivation and job satisfaction, making employees feel seen and appreciated. In this guide, weve compiled 120 Performance Review Example Phrases & Comments for 2024 to help you provide meaningful feedback. Whether youre celebrating achievements or addressing areas for improvement, these phrases will make your reviews more effective, leading to a more engaged and high-performing team. The examples are separated into the following categories and further split into positive and critical feedback. Communication and Interpersonal Skills Quality of Work Collaboration and Teamwork Leadership Problem-Solving and Decision-Making Adaptability to Change Time Management and Organization Goal Achievement and Results Orientation Accountability Innovation and Continuous Improvement Weve also added example phrases to help employees respond effectively to feedback, whether theyre receiving praise or constructive criticism. Positive You consistently communicate your ideas clearly and effectively, making team collaboration smoother and more productive. Your ability to actively listen and respond thoughtfully has improved team dynamics and fostered better relationships among colleagues. You excel at providing constructive feedback in a respectful and motivating way, encouraging a positive work environment. Your approachable nature and strong interpersonal skills make you an excellent team player who colleagues feel comfortable reaching out to. You handle conflicts with diplomacy, using effective communication to resolve misunderstandings and maintain team harmony. Critical At times, your communication can come across as unclear, leading to misunderstandings. Working on clarity and precision in your messaging could help. There are moments when your listening skills need improvement, as colleagues sometimes feel unheard during discussions. You have shown a tendency to be overly direct in your feedback, which may be perceived as harsh. Adopting a more diplomatic tone could improve interactions. Occasionally, you seem hesitant to voice your ideas during team meetings. Building more confidence in expressing your thoughts could enhance your ideas during team dynamics. Positive Your work consistently meets or exceeds our quality standards, demonstrating exceptional attention to detail and precision. You produce error-free work that is thorough and well-organized, showcasing your commitment to excellence. Your deliverables often reflect a high level of accuracy, which enhances our overall team performance and client satisfaction. You consistently go above and beyond, ensuring your work not only meets but often exceeds expectations. You take pride in your work, maintaining high standards even when managing multiple tasks or working under tight deadlines. Critical At times, your work contains errors that could be prevented with more thorough review and attention to detail. There are moments when your output lacks the depth expected, suggesting a need for more comprehensive research or analysis. Your recent work has shown inconsistency in meeting quality benchmarks. Lets work on maintaining a steady standard of excellence. You sometimes rush through tasks, which impacts the quality of your output. Slowing down and double-checking your work could improve results. Weve noticed that you occasionally overlook small but important details. Paying closer attention to these details will enhance the quality of your work. Positive You actively contribute to team discussions, bringing valuable insights that enhance collaboration and drive results. Your ability to work harmoniously with colleagues from diverse backgrounds fosters a positive and inclusive team environment. You consistently offer support to team members, demonstrating a strong commitment to collective success. Your open and cooperative nature makes you a reliable team player, boosting overall team morale and productivity. You effectively leverage team members strengths to achieve shared goals, demonstrating strong collaboration. Becoming more involved could benefit team outcomes. There are instances where you focus more on individual tasks than on team efforts. Balancing both aspects will improve team dynamics. You occasionally struggle to accept input from others, which can hinder collaborative decision-making. Being more open to different perspectives could enhance teamwork. Your feedback to colleagues can come across as overly critical, affecting team rapport. Adopting a more constructive tone can improve collaborative relationships. Weve observed moments when you prefer working independently, missing opportunities to contribute to team effectively, demonstrating strong leadership skills that drive and supportive work environment. You demonstrate confidence in decision-making, even under pressure, which sets a positive example for the team. Critical At times, your leadership approach can be perceived as too directive, which may limit team members creativity and input. Encouraging more autonomy could improve team morale. You occasionally struggle with providing timely feedback, making it harder for team members to adjust their performance effectively. There are moments when you hesitate to make difficult decisions, which can slow down the teams progress. Strengthening decisiveness in challenging situations could enhance leadership. You tend to focus more on immediate tasks than on long-term strategy. Adopting a more strategic mindset could help drive team growth and performance. Weve observed instances where you are less open to alternative problems with a solution-oriented mindset, often finding innovative ways to overcome challenges. Your ability to analyze complex situations and make well-informed decisions has consistently led to successful outcomes. You remain calm under pressure, effectively evaluating options and making timely decisions that benefit the team. Your thorough assessment of risks and benefits before making decisions ensures strategic choices that drive results. You are proactive in identifying potential problems early and addressing them before they escalate, showcasing strong project progress. Improving decision-making speed could enhance team efficiency. You occasionally struggle to consider alternative solutions when faced with challenges, limiting the scope of potential outcomes. There are instances when your decision-making appears rushed, leading to oversights. You sometimes avoid addressing complex faced with challenges, limiting the scope of potential outcomes. issues, which can impact project timelines. Building confidence in tackling challenging problems is essential. Your problem-solving efforts tend to more sustainable outcomes. Positive You handle unexpected changes with ease, maintaining productivity and a positive attitude. Your ability to adjust quickly to shifting priorities helps the team stay aligned with new objectives. You embrace new processes and tools enthusiastically, making the transition smoother for the entire team. Your openness to change and willingness to adapt set a strong example for others, promoting a flexible work culture. You consistently view change as an opportunity for growth, which drives innovation and improvement within the team. Critical At times, you appear resistant to changes in processes, which can affect project timelines. Developing a more open mindset could improve adaptability. You sometimes struggle with adjusting to new roles or tasks, which can impact performance. Embracing change with a more positive outlook could help you adapt faster. There are moments when you hesitate to adopt new tools or methods, which may limit team progress. Becoming more open to learning new skills could enhance your adaptability. Your reaction to sudden changes can sometimes seem overly cautious, which slows down implementation. Building confidence in navigating change could benefit your performance. You occasionally prefer familiar routines over new approaches, missing opportunities for improvement. Embracing change more readily can drive better results. Positive You consistently prioritize tasks effectively, meeting deadlines while maintaining high quality in your work. Your organizational skills ensure that projects run smoothly, even when handling multiple responsibilities. You demonstrate strong time management, balancing urgent tasks and long-term projects with ease. You proactively plan your workload, making efficient use of time and resources to achieve goals. Your structured approach to tasks helps the team stay organized and aligned with prioritization could enhance time management. You occasionally miss deadlines due to insufficient planning. Developing a more proactive approach to scheduling could be beneficial. There are moments when you appear overwhelmed by multiple tasks, leading to disorganization. Creating a clear task list could help manage workload better. You sometimes spend more time than necessary on less critical tasks, affecting overall productivity. Focusing on high-priority tasks first could improve outcomes. Your approach to managing work can occasionally be reactive rather than proactive. Establishing a more structured routine could enhance efficiency. Positive You consistently set clear goals and achieve them, significantly contributing to team success. Your results-driven mindset ensures that project targets are met efficiently and effectively. You not only meet but often exceed your performance goals, demonstrating a strong focus on outcomes. You maintain a strong commitment to achievements across projects. You maintain a strong focus on outcomes. Your ability to break down goals into actionable steps has led to consistent achievements across projects. You maintain a strong focus on outcomes. At times, your goals lack specificity, making it difficult to measure progress. Setting clearer, more defined targets could improve outcomes. You occasionally struggle to meet set deadlines, impacting overall results. Stronger time management could enhance goal achievement. There are instances where your focus shifts away from priorities, affecting results. Maintaining alignment with core goals is crucial. Your efforts sometimes lack a strategic approach, limiting the achievement of broader outcomes, which impacts overall goal attainment. A stronger focus on end results could drive better performance. Positive You consistently take ownership of your tasks and responsibilities, ensuring projects are completed successfully. Your reliability and accountability are evident, as you always follow through on commitments. You demonstrate a strong sense of responsibility, handling even challenging tasks with dedication. You openly accept accountability for your work, addressing mistakes promptly and constructively. Your proactive approach to taking responsibility for tasks, affecting project outcomes. A stronger sense of responsibility could improve performance. You occasionally miss deadlines without sufficient communication, impacting accountability. Improved transparency could enhance team trust. There are instances when you hesitate to acknowledge mistakes, limiting learning opportunities. Accepting responsibility can drive growth. Your follow-through on assigned tasks can be inconsistent, leading to gaps in project completion. Consistent accountability is needed. You sometimes rely on others to address issues that fall under your role. Greater ownership of tasks is essential to improve results. Positive You regularly introduce creative ideas that enhance processes and improve team outcomes. Your innovative thinking has led to significant improvements in project efficiency and quality. You actively seek opportunities to enhance workflows, demonstrating a commitment to continuous improvement. Your proactive approach to learning new skills drives personal growth and inspires the team to innovate. You encourage a culture of continuous improvement, motivating others to explore innovative solutions Critical You occasionally resist trying new methods, which can limit innovation. Being more open to experimentation could improve entropy that improvement. Embracing change can lead to better results. At times, your suggestions lack a practical application, making it harder to implement improvements. Focusing on actionable innovation could help. You tend to rely on routine approaches, which restricts progress. Adopting a more innovative mindset could enhance performance. You occasionally miss opportunities to optimize processes, affecting continuous improvement. A more proactive approach to innovation could drive better outcomes. Positive You have consistently demonstrated exceptional performance, achieving your goals with precision and contributing significantly to the teams success. Your work throughout this period has been exemplary, marked by strong results, effective problem-solving, and a commitment to continuous improvement. You show great initiative and have been a positive influence on the team. You have shown consistent growth, achieving key objectives while maintaining a high level of quality in your work. Your adaptability, innovative mindset, and dedication to personal and professional development are highly valued. Your performance has been outstanding, characterized by strong leadership, effective communication, and an unwavering focus on results. Youve not only met but often exceeded expectations, driving both individual and team success. Youve maintained a strong level of performance across all your responsibilities showcasing a results-driven approach and a willingness to take ownership of challenges. Your contributions have had a measurable impact on team goals. Critical Your overall performance has been satisfactory, but there are areas for improvement, particularly in time management and goal clarity. Greater focus on prioritizing tasks and setting more defined objectives could enhance outcomes. While you have shown dedication to your role, there are moments when a lack of consistency affects your performance. Strengthening accountability and follow-through on commitments could drive better results. Your efforts have been commendable, but at times, youve struggled with adapting to changes and meeting deadlines. Developing better adaptability and time management skills could improve overall performance. Your overall contributions have been positive, but theres room for growth in areas like communication and teamwork. Engaging more actively in discussions and being open to feedback could enhance collaboration and outcomes. Youve shown potential in your role, but inconsistencies in meeting targets and maintaining quality have impacted performance. A more focused approach to goal achievement would be beneficial. The phrases above help employees understand where they stand in terms of performance. But its just as important for employees to know how to respond to feedback. The way they respond to both positive and constructive feedback from their managers: Im really glad my efforts have been impactful. Ill continue to give my best and seek new ways to contribute even more. Thank you for recognizing my work. Its motivating to know it aligns with the teams goals, and Im excited to keep up the good work. It gives me the confidence to tackle new challenges and grow further within the team. Thank you for acknowledging my contributions. Ill maintain this level of effort and aim to bring even more value moving forward. Your positive feedback means a lot. Ill keep pushing forward and look for additional opportunities to support the teams goals. I really appreciate your kind words. Its rewarding to know that my efforts are making a difference, and Ill continue to contribute to our shared success. Thank you for your encouragement. It gives me the confidence to take on more ambitious projects and grow further in my role. I value your feedback, and I see this as a chance to enhance my skills. Ill put together a plan to address these areas. I understand where I need to improve, and Im committed to making meaningful changes. If you have any suggestions, Id appreciate your guidance. Thank you for being straightforward. Ill reflect on this feedback and actively work on improving these aspects. I recognize the need for growth in these areas and will work diligently to implement the necessary changes. Im open to any support you think would be beneficial. I appreciate your honesty and constructive feedback. Ill use this insight to identify specific steps for improvement. I understand your concerns and will make these areas a priority. Do you have any recommendations or resources that could help me improve? Your feedback is valuable, and I apologize for any impact my performance may have had. I am determined to learn from this and make the necessary adjustments. Your Hub for Engaging People and Managing Success 2024 Engage and

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