



Performance Appraisal

The publisher of 20/20 Insight GOLD recommends that organizations do not use the software as a vehicle for performance appraisal.

For an explanation of our position on this important topic, please see the article, "The Prudent Path: How to Avoid the Dangers of Using 360 Feedback in Performance Management," in the **360-degree feedback in perspective** section of PowerUser.

In the article, CEO Dennis E. Coates explains "how to minimize risks and obtain the maximum benefit when using individual 360 feedback in the context of performance management. The prudent path has three guideposts: (1) Link competence feedback to development decisions, (2) Link results feedback to pay and other personnel decisions, and (3) Maintain confidentiality."