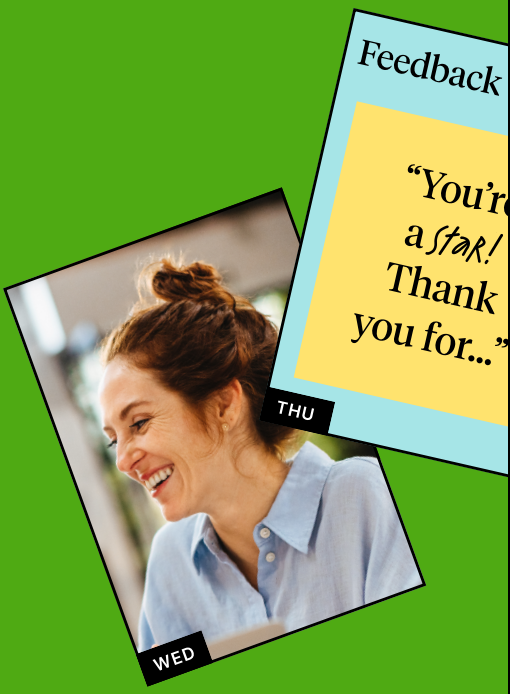


Driving impact and equity through performance management

Performance management plays a crucial role in the employee experience. However, traditional approaches can be time-consuming, infrequent, and prone to bias. Providing your workforce with tools for ongoing feedback reduces the burden during review time for everyone. A continuous approach to performance management supports the development of high-performing teams that drive meaningful business impact.

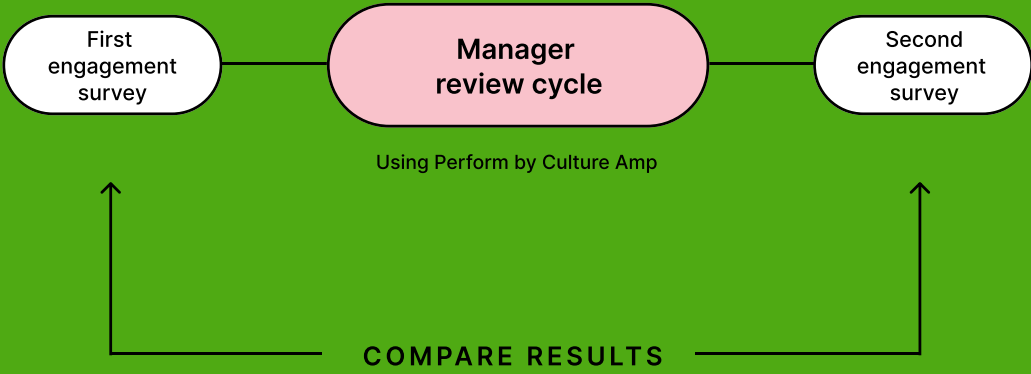


Methodology

To understand the effects of implementing Perform by Culture Amp, we compared companies' employee engagement survey results before and after they began using Perform.

We looked at survey results from:

166 companies
72,000 employees



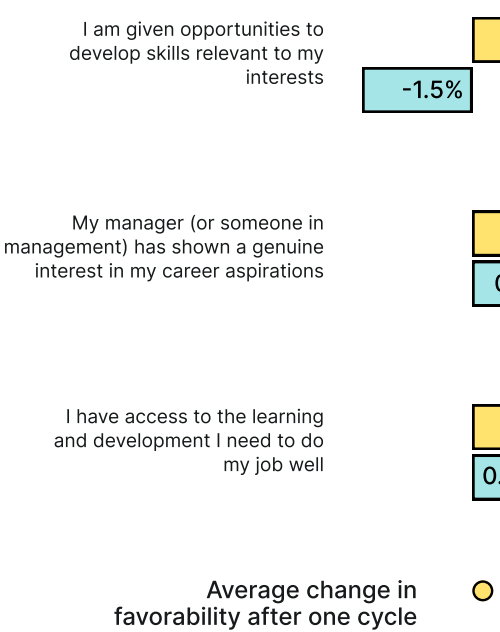
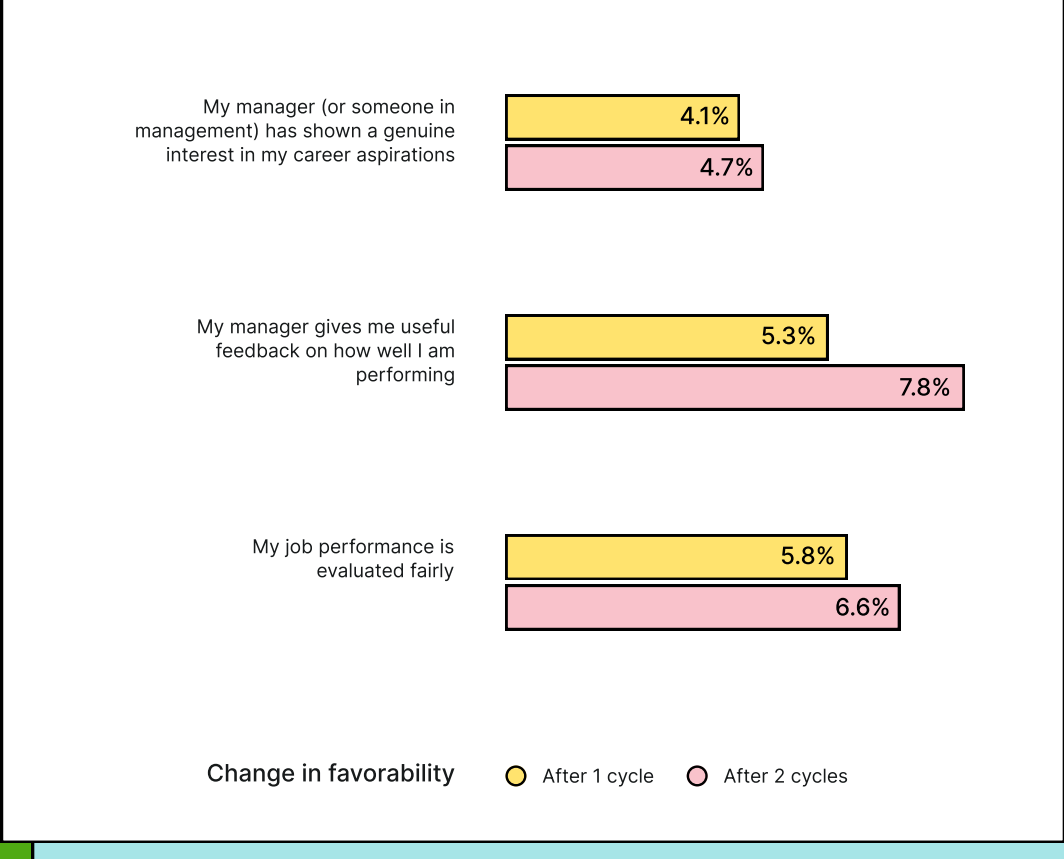
Our People Science team set out to measure and understand the real-world *impact* of Perform on organizations.

Here's what we found.



Perceptions of performance management improved across multiple review cycles.

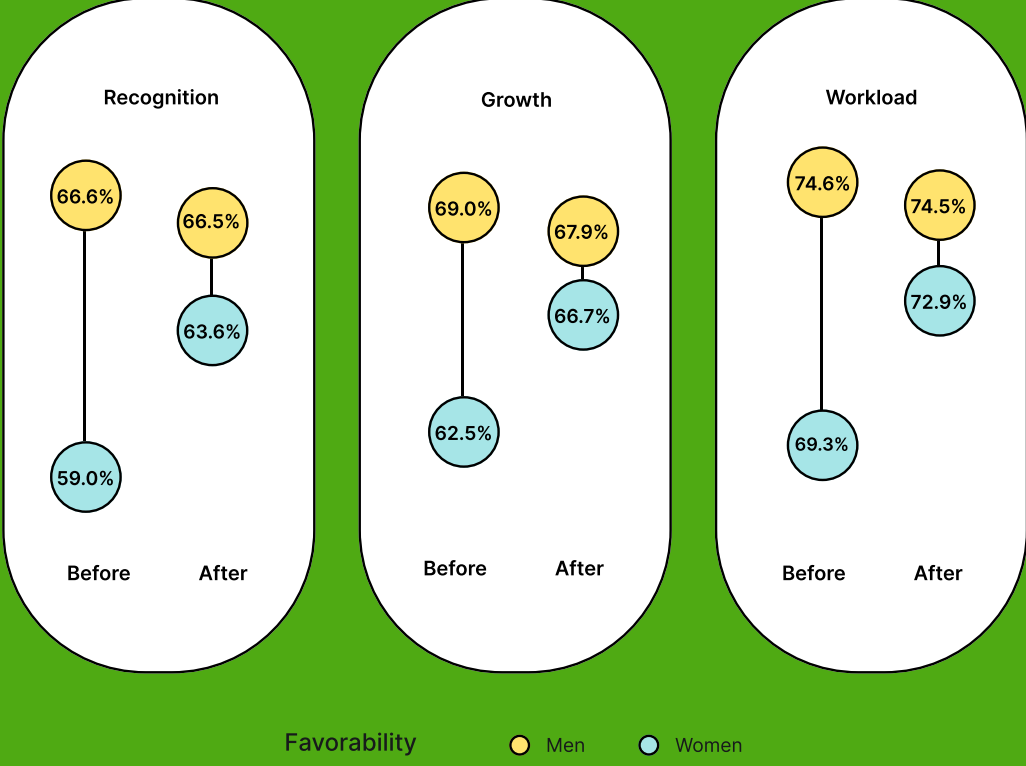
Favorability: The percentage of employees who agreed or strongly agreed to a given statement.



Providing opportunities for self-reflection improves employees' perceptions of L&D.

Perform by Culture Amp closed the gender gap in just one review cycle.

In just one cycle, companies significantly narrowed gender gaps in questions around recognition, growth, and workload – the same three areas where we observed the largest gaps initially.



Unlock the power of better performance in the moment

Ultimately, our findings show that done right, investing in a thoughtful approach to performance management is a powerful way for organizations to improve the employee experience and drive meaningful business impact while also improving equity.

Leveraging Perform by Culture Amp improved employees' perceptions of the performance process and career development. Moreover, using Perform was found to significantly reduce gender inequities in the employee experience.

Building a culture of continuous feedback begins with a series of small behavioral changes. Culture Amp's performance solution empowers teams to embed 1-on-1 conversations, real-time feedback, goal-setting, and recognition into their day-to-day workflow.

Ready to get started with performance in the moment?

[Learn more](#)

