



# Wonderlic Competency-Based Performance Appraisals

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## Description

Wonderlic Performance Appraisals are key to any performance management process – a map leading to increased organization productivity and profitability when used correctly.

Effective performance management involves clear communication with employees throughout the process (from goal-setting to appraisal), and the Wonderlic Performance Appraisal is the indispensable tool for ongoing tracking and communication of employee performance.

## Organizational Benefits

- Aligns individual and organization objectives
- Maps goals and objectives to job analysis and definitions
- Tracks key deliverables from initial goal-setting sessions up to the performance appraisal
- Reduces subjectivity and bias in reviews by supplying criteria for employee success
- Addresses performance issues quickly; reducing costs from productivity loss
- Provides a legally defensible means of making employment and job decisions
- Promotes a culture of growth and learning, leading to a stronger, more productive workforce
- Gain new insight into staff and supervisors, improving efficiencies in manpower planning and development of training programs

## Manager and Employee Benefits

- Guides employee behavior and growth against clear benchmarks
- Defines job functions and responsibilities; helps employees self-correct and make decisions
- Rewards performance on a fair and credible basis
- Creates ongoing communication with appraisal participants, accelerating goal achievement
- Increases employee engagement and motivation with clear indicators of employee growth
- Online enabled for a seamless experience with less paper and results stored within the employee portfolio

## Why Our Appraisal System Works

The Wonderlic Appraisal System helps build a top-performing team by using core competencies identified from the initial job analysis, to rate those employees once hired.

The Appraisal System is developed and supported throughout the process by Wonderlic consulting experts to ensure optimal results from your hiring and appraisal solutions. And because it is integrated with the existing Wonderlic hiring solution, access and storage of employee information (hiring and performance data) is an all-in-one step process.

The Performance Appraisal forms are customized individually to align with the job analysis and definitions which increases legal defensibility and guides SMART goal development (Specific, Measurable, Appropriate, Realistic and Time-bound). Wonderlic's process of employee inclusion in appraisal development boosts "buy-in" to the process and demonstrates the organization's dedication to employee development.

Implementing a Wonderlic Appraisal System brings the hiring solution full circle, increasing efficiencies and maximizing an organization's productivity and profitability.

For a full engagement cycle, including rater training and calibration, feedback coaching, and goal setting, please ask about our Performance Management solution.