

Performance Management Trends in 2023

This is Advanced's fourth annual performance management report and this year's report is bigger and more detailed than ever before, reflecting perhaps the ever-intensifying spotlight that is shining on organisational and employee performance.

With the help of an independent third-party provider, we asked participants across the UK and USA a set of questions around performance management in their organisation, including areas such as communication, wellbeing and more. Here are some of the key findings.

Download the report now to discover the full findings.



91%

of HRDs believe burnout is a major issue that needs to be addressed using Performance Management



42%

of the workforce are more stressed than they were a year ago



Only
50%

of the workforce believe their organisation promotes a strong performance management culture



74%

of the workforce feel that their company could do more in the areas of engagement, development, wellbeing, communication, and flexibility



2 in 5

employees say performance management at their organisation is basic or actively bad



Overall
24%

of employees don't currently feel secure in their role but this rises to **36%** for 18 - 24 year-olds