ANTON GUNN

Performance Culture Reset Guide

Rebuild a System That Motivates—Not Mutilates

✅ Step 1: Audit Your Current System

Ask these questions:

- Do we use fixed distributions in performance reviews?

- Are managers "forced" to name a bottom tier?

- Are we rewarding individual performance over team success?

- Is psychological safety part of our performance culture?

📌 *If your review process feels competitive, unclear, or fear-based—there's likely rank-and-yank residue in your system.*

✅ Step 2: Identify Hidden Ranking Practices

Look for these subtle signs:

- **Coded language** in reviews: "Not leadership material," "doesn't stand out," or "average contributor" with no context

- **Performance quotas**: Only a set number can be rated "exceeds expectations"

- **Retention gaps**: High performers leaving unexpectedly, especially after reviews

- **Silent resentment**: Managers privately expressing frustration with the review process

🚨 *Forced ranking doesn't always announce itself. Sometimes, it hides in language, legacy systems, and unspoken rules.*

✅ Step 3: Redesign for Growth, Not Grading

Rebuild your performance approach with these pillars:

1. Individualized Goals

- Base reviews on personalized benchmarks, not peer comparison.

- Track progress over time, not just year-end scores.

2. Coaching-First Reviews

- Shift from "What's wrong with you?" to "What's possible for you?"

- Incorporate 360° feedback with a growth lens.

3. Rewarding Collaboration

- Include team-based goals and peer-nominated recognition.

- Celebrate shared wins across departments.

4. Bias-Resistant Evaluation

- Use structured, evidence-based review criteria.

- Train reviewers on Diversity-conscious evaluation and feedback practices.

Visit 👉 AntonGunn.com and start the reset.