

BUILT BY BRIDGE

Employee Led Appraisal

A practical pathway that gives employees time to prepare, equips leaders to lead well and turns the appraisal into visible action.

WHY CHANGE THE EXPERIENCE?

Appraisals can feel anxious, one-sided and too focused on what needs to improve. This framework keeps structure and accountability, while giving both people a better way to prepare and contribute.

THE SIX-STAGE PATHWAY

BEFORE | DURING | AFTER

1 Understand and build

Review the current process, values, behavioural framework, roles and practical requirements.

2 Prepare

Issue the employee notebook at least two weeks ahead. Give leaders their guide, tools and briefing.

3 Meet

The employee shares first. The leader listens, adds perspective and guides a balanced, evidence-based discussion.

4 Agree

Record goals, actions, support, owners and timescales in a practical personal development plan.

5 Follow through

Allow reflection, clarify points, review progress and keep agreed actions active.

6 Learn

Bring recurring themes together to identify skills gaps, workplace barriers and wider organisational priorities.

BUILT AROUND YOUR ORGANISATION

The framework is established. The finished product is tailored to the organisation using its current values, language and behavioural expectations.

- Values are mapped into the notebook, self-assessment, leader guide and appraisal record.
- Where values exist but behaviours do not, Bridge can create a practical behavioural framework.

TWO PEOPLE, ONE USEFUL CONVERSATION

The employee brings evidence, reflection, ambitions and barriers. The leader listens first, then adds context, feedback, challenge, coaching and support.

- Both leave clear about actions, owners, support and review dates.

THE ECOSYSTEM LENS

Performance is considered alongside expectations, workload and resources, relationships, communication, leadership behaviour, systems, processes and the working environment. Recurring themes feed organisational learning.