BUILT BY BRIDGE

Employee Led Appraisal

A visual route from preparation to action - built around the organisation's values, behaviours and real working conditions.

EMPLOYEE
Prepares, reflects and shares first.

LEADER
Listens, adds context and supports.

ORGANISATION
Learns and improves the conditions around performance.

BEFORE | DURING | AFTER

THE PATHWAY

The employee has a proper role. The leader still leads. Both leave clear about what happens next.

1 Understand and build

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

2 Prepare

Issue the 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 discussion.

4 Agree

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

5 Follow through

Reflect, clarify points, review progress and keep agreed actions active.

6 Learn

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

VALUES IN USE

- The organisation's current values are mapped into the notebook, self-assessment, guide and record.

BEHAVIOURS MADE PRACTICAL

- Where behaviours are not yet defined, Bridge creates a practical behavioural framework.

LEARNING CARRIED FORWARD

- Actions stay active. Recurring themes inform development, capability and wider organisational priorities.