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The Annual Review: 5 Ways to Feel Empowered

By Keisha Stoute

Most people dread evaluation at time at their job especially when the road has been rocky. It can be nerve wrecking when your hard work is scrutinized and viewed under a microscope. Put your worries to rest! Learn 5 ways that will put you in the driver seat at your next review.

1. Give yourself the same evaluation.

You won't feel caught off guard if you are aware of your own strengths and weaknesses. Ask for a copy of the evaluation beforehand so you can review all the criteria. This is a trump card move, if it is not already required at your job. By taking this initiative, it shows management that you care about your work and how it can be perceived by others. Add comments and give examples when necessary.

2. Discuss your future plans.

Tell your employer where you would like to go within the company and seek guidance on how to get there. This option shows your superior that you have desires to grow and not to remain stagnant in the same position.

3. Give suggestions and feedback.

Be tactful with your perspective and suggestions. Focus only on resources and procedures that are needed or that will be helpful to make you successful. Stay away from complaining, especially about others.

4. Realize your power within.

You may not agree with everything that has been said but remember that you can only control your thoughts and behavior. Everyone needs improvement from time to time, so reflect on this experience and move forward.

5. Make a decision.

Sometimes people stay at companies because of familiarity and room for growth and advancement is limited. Life has more to offer than working to pay bills. Establish a career path that is satisfying! If you are unhappy make a decision, and make it fast.

In the end, realize that the relationship between an employer and its employees is a two way street. Things can become one sided at any time if either party goes in a different direction. Let this opportunity be a time for you to review your career goals and objectives. Stay empowered!

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