

Digest Nine – August 2025

Theme: Performance Reviews

Receiving a yearly performance review can be intimidating, but they are valuable for personal and professional development.

Cohort Discussion:

As a cohort, discuss your past experiences with performance reviews and explore strategies for using them as a growth opportunity. If you haven't received a performance review in a professional setting before, use this conversation to help you prepare for your upcoming review, understand the process, and consider what you want to gain from it.

- How can you take feedback from your performance review and continue to grow?
- What are appropriate ways to respond to a negative performance review?
- If your review contains only positive feedback, how can you still challenge yourself to improve?
- How can you set measurable goals based on your performance review outcomes?
- In what ways can mentors or peers support one another in applying feedback effectively?
- If you have never received a performance review in a professional setting, how will you prepare for it and what would you want to learn from the process?

Cohort Activity:

During your next cohort meeting, if they feel comfortable, each Fellow can identify a professional goal or area of improvement and share how they plan to act on it. Cohort members can offer supportive suggestions, identify potential resources, and hold one another accountable for progress.