

Better reviews— without the blank-page burden.

Role-specific expectations, connected review-period context, and supervisor-controlled AI—while every rating and development decision stays in human hands.

WHEN REVIEWS RELY ON GENERIC FORMS

- The same broad questions for very different roles
- Vague labels that are difficult to support with evidence
- Months of performance reconstructed from recent memory
- Supervisors rewriting context that already exists
- Narrative drafting that begins with an empty box
- Development actions disconnected from the review

WITH THE SYNERGIST PRO LIFECYCLE

- Role-specific abilities and observable behaviors
- Clear anchors for capability and behavior frequency
- Positive and counterproductive work patterns—not personality labels
- Prior reviews, goals, notes, and events connected to the current cycle
- Generated template criteria stay unless denied; employee-review changes remain supervisor decisions
- Development actions selected and refined during publication

THE REVIEW LIFECYCLE

01

Define the role

02

Capture evidence

03

Review with context

04

Choose development

05

Publish and continue

AI that assists. People who decide.

Generated template criteria stay unless explicitly denied. Employee-review ratings, notes, and goals stay pending until a supervisor accepts or rejects each change.

Criteria built for clearer conversations

Abilities describe demonstrated skill. Positive behaviors describe constructive actions. Counterproductive behaviors describe observable patterns that can create risk or hold performance back.

Spend less time rebuilding the review. Spend more time coaching the person.

Watch the review-lifecycle video and explore Synergist Pro:

<https://synergistpro.io/resources/review-lifecycle>

STRUCTURED REVIEWS · FOCUSED DEVELOPMENT · STRONGER TEAMS