
About Performance Reviews at Elevate

At Elevate Software Company, we believe that feedback, recognition, and growth go hand in hand. Our performance review process is designed to celebrate your strengths, support your development, and help you reach your career goals.



Review Cycle

- **Performance reviews are conducted twice a year**—once at mid-year and once at year-end.
 - You'll receive plenty of notice before your review period begins.
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360° Feedback

- We gather feedback from your manager, peers, and (where relevant) cross-functional teams to get a holistic view of your achievements and impact.
 - Self-assessment is encouraged—you'll have the chance to reflect on your own goals and progress.
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Growth & Development

- Reviews focus on your accomplishments, strengths, and areas where you can grow.
 - Together, you and your manager will set clear, achievable goals and create a personalized development plan.
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Recognition & Rewards

- Outstanding performance is recognized through appreciation, opportunities for advancement, and, where applicable, bonuses or incentives.
 - Everyone's contributions are valued—your hard work doesn't go unnoticed.
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Support & Openness

- The review process is transparent and supportive. If you have questions or concerns at any stage, your manager and HR team are always available to help.
 - Your feedback about the process is always welcome—we strive to keep improving!
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At Elevate, performance reviews are about more than numbers—they're about your journey, your growth, and your success. Let's reach new heights together!

