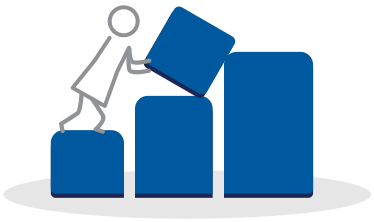
StandOut Powered by ADP Performance



Real-Time Talent Intelligence

StandOut products and services are grounded in ongoing research and provide clients with a system of continuous, real-time talent intelligence that can be leveraged to suit any performance mechanisms an organization employs.

BACKGROUND

- StandOut defines performance as "the contribution made by an individual to the achievement of an organization's objectives."
- Research indicates that performance management systems are asked to deliver on a vast and complex range of outcomes, but are not delivering desired results.

STANDOUT'S APPROACH TO PERFORMANCE

- StandOut modernizes performance management by empowering organizations to take a human-centered and strengths-based approach, actively including individuals as co-owners, **addressing performance positively and frequently** in the ongoing interactions of the team member and team leader.
- StandOut's performance management focuses on two main components: performance **measurement** and performance **acceleration**.
    - StandOut simplifies and improves performance **measurement** inputs, deriving them directly from the team leader with just a few quarterly questions.
    - StandOut creates an ongoing culture of performance **acceleration**, rather than relegating performance conversations to an annual cycle.

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STANDOUT'S SIX CORE PRINCIPLES OF PERFORMANCE

StandOut's approach is based on six core principles:

1. **Performance is built daily, not annually.**
    - Effective performance conversations focus on doing great work in the future.
    - Performance happens day by day, week by week, not in an annual cycle of goals and complex year-end assessments of how someone performed.
    - Annual performance reflections should feel like a culmination, not a surprise.

2. **Performance acceleration is relational and co-owned.**
    - Performance is the product of ongoing, mutual investment between an individual and team leader — and the organization that explicitly commits to creating the conditions that help people maximize their unique contributions at work.
    - Performance thrives on trust, attention, coaching, and clarity.

3. **Strengths are a powerful performance accelerator.**
    - Performance is fueled by energy, and strengths are energizing.
    - StandOut considers activities true strengths when an individual exhibits both high ability and high appetite for doing them — those activities a person does well ***and*** loves doing.
    - Team members who strongly agree that "my team leader focuses on my strengths" are four times more likely to consider the quality of their check-ins as "very high."

4. **Engagement is an emotional precursor to performance.**
    - Research has shown that team member engagement has a statistical relationship with higher levels of performance.
    - Years of StandOut research shows that engagement increases when team members are able to have regular strengths-based performance conversations with their team leaders.

5. **Performance measurement is measurement — not acceleration.**
    - Just as taking a temperature does not in itself reduce a fever, so measurement of performance does not automatically accelerate it.
    - To ensure that performance acceleration and performance measurement efforts are both able to be effective, it is important to keep them distinct from one another.

6. **Subjectivity is inevitable; lean into it in the right way.**
    - Systems that force managers into a ratings distribution often feel disconnected from actual work and results to both raters and those being rated.
    - Established research has shown that the "idiosyncratic rater effect" hampers efforts to produce reliable ratings of others; a more effective approach asks team leaders to capture their ***intentions*** for each team member.

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