

# Performance Evaluations: What Do Employees at the YMCA of the Rockies Want?

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## INTRODUCTION

The YMCA of the Rockies is an organization in Colorado dedicated to youth development, healthy living and social responsibility. The YMCA leadership team says they value including the employee voice in their decisions. However, many of their employees said **they do not feel like their voices are being heard** by the organization. One of the traditional ways to seek employee voice is through **performance evaluations**, but employees believe their **current evaluation is a waste of time**.

**RQ: What characteristics do full-time employees at the YMCA of the Rockies find valuable in their performance evaluations?**

## METHODS

### 1. INTERVIEWS

Eight face-to-face interviews were conducted.



### 2. ONLINE SURVEY

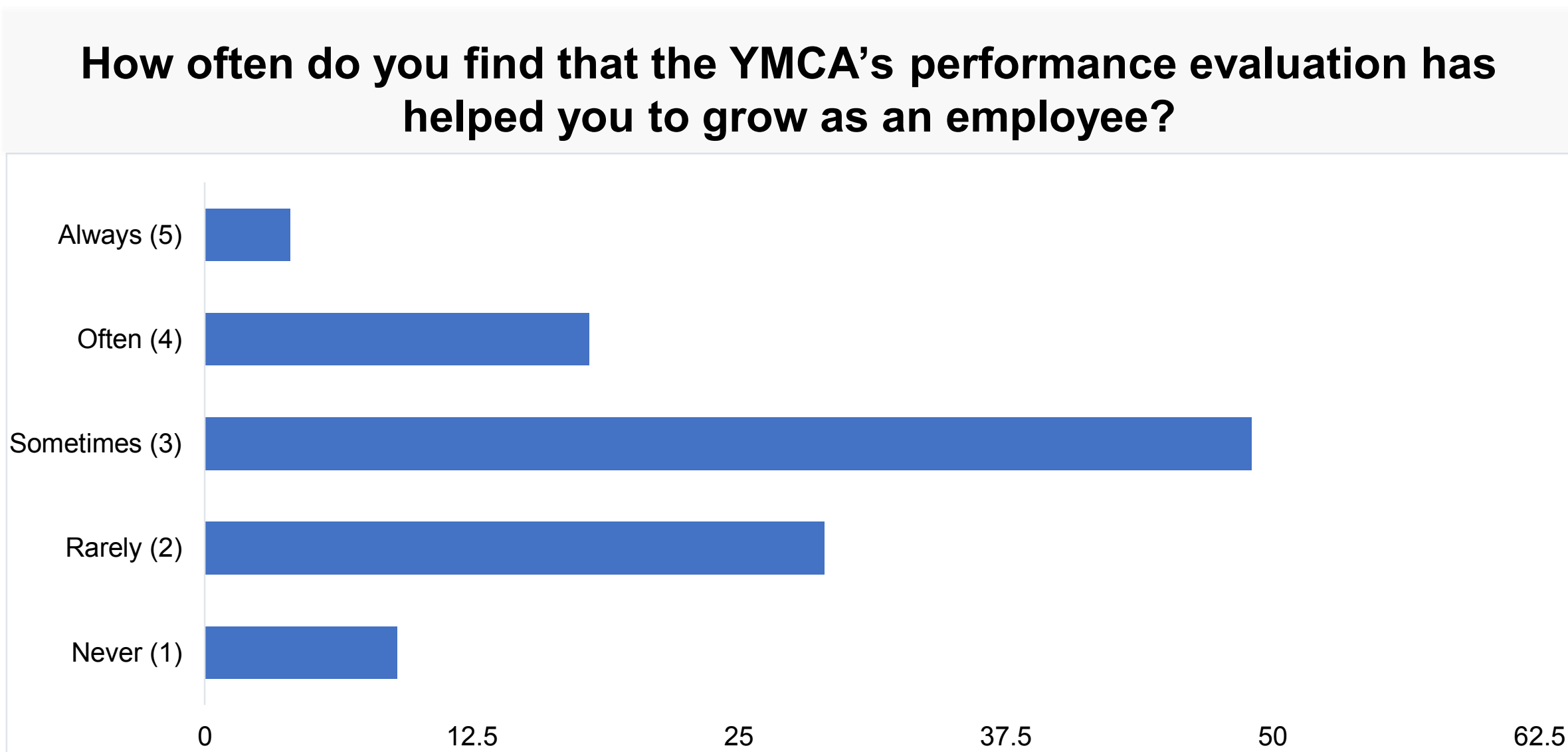
The online survey was sent out to all **208 full-time employees** at the YMCA of the Rockies.

## RESULTS

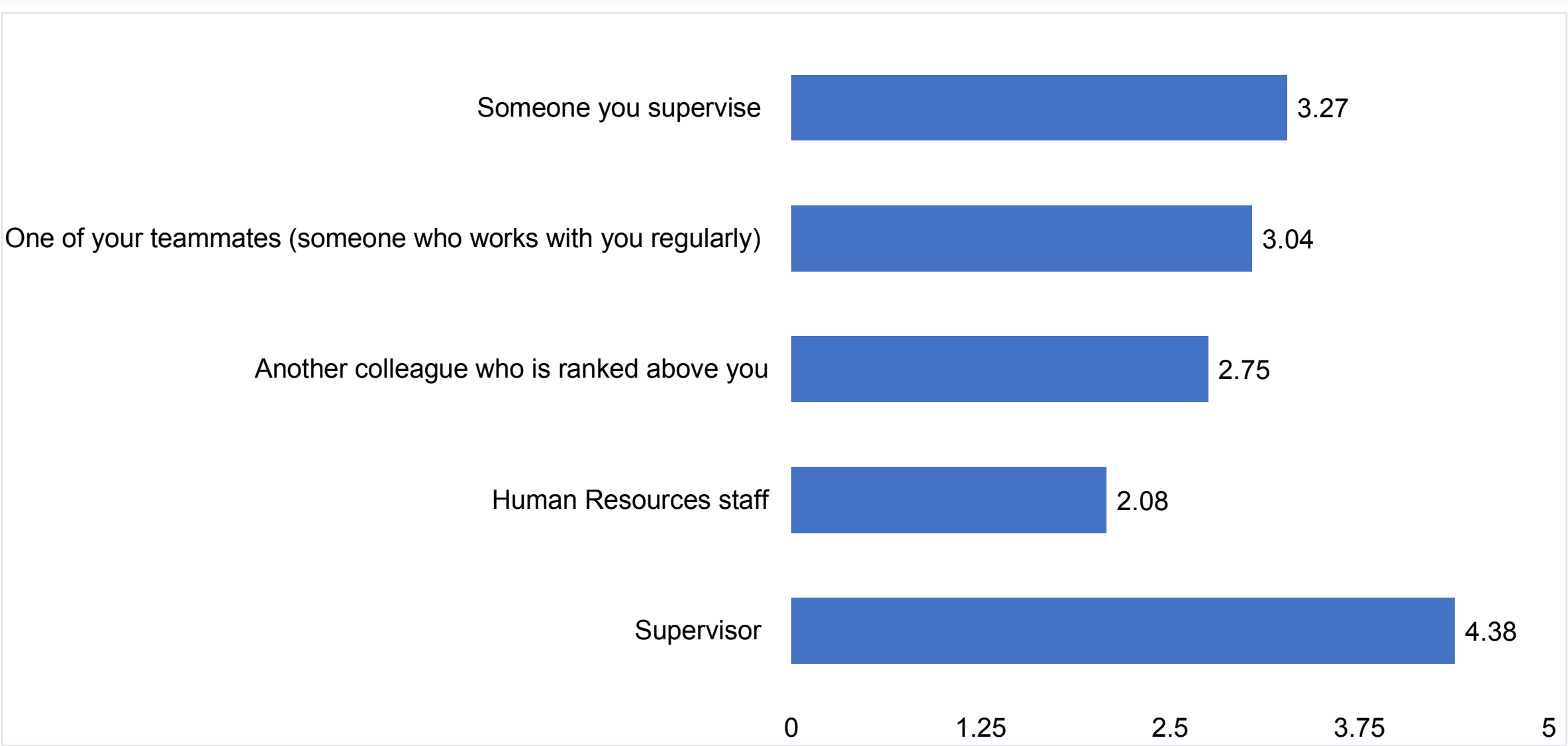
★ *106 of 208 full-time employees completed the survey (51%)*

### CURRENT EXPERIENCE WITH YMCA PERFORMANCE EVALUATION

Very few employees find the current YMCA performance evaluation leads to growth; **80% of the survey responses to this question were ranked at a 3 or less**.



### Extent YMCA employees want these individuals to provide feedback on performance evaluation



### YMCA OF THE ROCKIES EMPLOYEES WANT:

1. MORE FREQUENCY

2. SUPERVISOR FEEDBACK

3. SELF-EVALUATION

4. EFFICIENCY

## CONCLUSIONS

YMCA leadership should tell their employees how the data from this project impacted the creation of the new evaluation form; they are using employee voice to make organizational decisions.

**Not a single employee who took the survey said that they wanted performance evaluations to be eliminated.** However, in order for the YMCA's performance evaluations to become valuable, there will need to be a larger cultural shift in addition to the new evaluation form.

- Supervisors must recognize the importance of evaluating their employees as a part of their job description. If supervisors do not think it is important, it does not matter what format the performance evaluation is in; employees will continue to feel like it is not worth their time.
- Supervisors must be committed to providing their employees with the feedback they need to be successful in their jobs. Employees appreciate the face time with their supervisors and want to communicate with them directly.



## LITERATURE CITED

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## FURTHER INFORMATION

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The YMCA of the Rockies has played an important role in my life outside of this project. It's a great place to bring your family: [www.yincarockies.org](http://www.yincarockies.org).