

## Performance Review vs Continuous Feedback (vsdiff.com)

Criteria	Performance Review	Continuous Feedback
Frequency	Typically annual or biannual	Ongoing, regular interactions
Focus	Evaluation of past performance	Real-time coaching and guidance
Format	Formal review sessions	Informal discussions, often one-on-one
Feedback Type	Summative, retrospective feedback	Formative, constructive feedback
Employee Involvement	Limited employee participation	High level of employee engagement
Goal Orientation	Past performance goals	Future-oriented development goals

Source: <https://vsdiff.com/performance-review-vs-continuous-feedback/>