



Phoenix Business Journal: 3 Tips for Conducting the Perfect Year-End Review

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Shayna Balch was a guest blogger for the *Phoenix Business Journal* on November 19, 2014.

Often considered to be the root canal of the employee/employer relationship, there are few tasks that managers and workers like less than the dreaded year-end review. However, with a bit of preparation and clear communication, the year-end review can be turned into a fruitful experience for all involved.

In the article, Shayna provides employers with three tips for conducting the perfect year-end review:

1. Don't procrastinate
2. Create a stellar evaluation form
3. Look for checks and balances

To read the full article, please visit [*Phoenix Business Journal*](#).