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Summary. The events of 2020 have had a disproportionate effect on women's careers. As performance review season approaches, managers must be given the tools to avoid crisis-specific biases.

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Performance reviews are a key component of employee development and a critical part of your job as a manager. It's an opportunity to assess performance, recognize accomplishments, and identify development goals. For many managers, this process is a source of anxiety. Completing reviews and having annual performance discussions shouldn't be ...