

**Appendix 3
Appraisal Survey Feedback (by Key Themes)**

Qualitative Feedback - Appraisal Comments (November 2019 – April 2020) – Themes from 30 additional comments (add in March)

Positive	
Overall positive experience	7
I feel listened to	4
Feel supported	4
Manager is very supportive / helped me to achieve my goals	3
Clear objectives to take forward	3
Feel valued as an employee	2
I don't feel like I have to wait for an appraisal to discuss anything	2
Helped me focus on training and development opportunities	1

“During my 31years service in the NHS this was the first appraisal where I felt I was listened too. The conversation was all about me. My current role is going through a formal consultation period. This appraisal with my line manager has given me a positive attitude to my future career opportunities and the whole consultation process.”- Nikki Clarke

Negative	
Form is repetitive	4
Paperwork is too long	4
Process is unclear	4
Health and Wellbeing should be addressed in a 1:1, not in appraisal	1
Paperwork doesn't support the discussion	1