

## Utilizing Performance Reviews for Professional Growth

For many finance and accounting professionals, the idea of performance reviews may provoke feelings of anxiety and even dread. Yet, when approached optimistically, these reviews can provide useful information capable of propelling professional growth. The key is to remain open to improvements and not be afraid to ask for help.

“If your employer has given you goals and objectives to achieve in the coming months, don’t be afraid or embarrassed to ask for help,” said David Teets, CMA, CPA, general manager and COO of [Vasari Country Club](#) in Naples, Fla. and a member of the Institute of Management Accountants (IMAs) Small Business Committee. “Everyone is being paid to do a job and how you accomplish that job is up to you.”

By asking for help when needed, you can also minimize the risk of frustration in your current position.

“A lot of my employees get head strong when they are trying to develop professionally and feel like they should just know the information,” said Teets. “As a result, they get frustrated and back away from the task at hand. So the first thing I would tell someone is don’t be afraid to ask for help, because it’s there and it will happen if you ask for it.”

Second, don’t give up.

“Keep trying and eventually you will find your way,” said Teets.

In addition, employees must ensure that they are receiving all of the information they need to grow both within their current position and within their current career path.

“Don’t let your employer off the hook,” said Teets. “When you go into the review process, get what you need out of it. You should always be able to walk away with an understanding of your goals and objectives and how you are being evaluated. And if there are any areas that are unclear – then ask.”