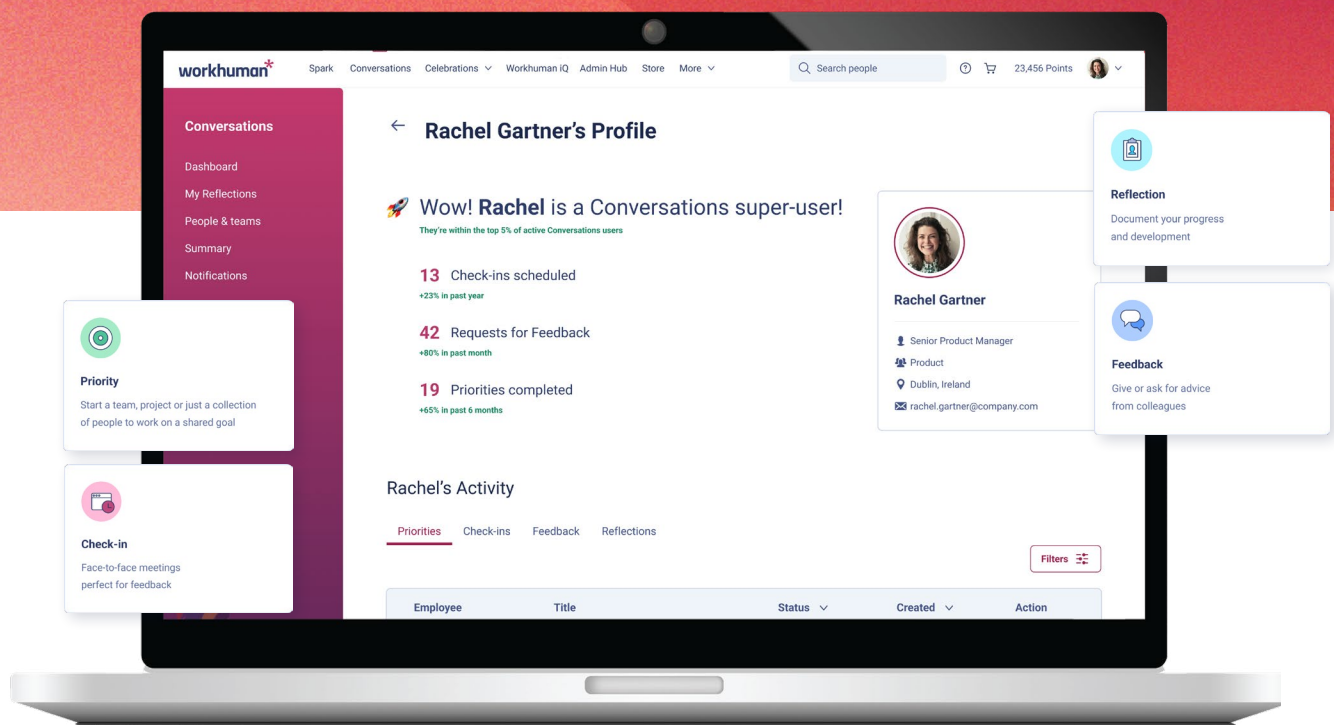




# Conversations

Be a force for good with human-centered performance management



## Say hi to Conversations – a modern approach to growth and skill development

Performance doesn't happen only once a year, so why should feedback? Conversations<sup>®</sup> by Workhuman<sup>®</sup> replaces outdated annual reviews with a modern, human-centered approach that's as continuous as your people's growth and desire to upskill and reskill.

Conversations is built for the employee experience thanks to its seamless integration with Social Recognition<sup>®</sup>, the world's #1-rated employee recognition experience. It connects goals, feedback, and recognition in one intuitive platform – giving managers and leaders a complete view of performance, skills, and professional development.

# Rethinking performance reviews

Traditional performance reviews are often infrequent, disconnected from daily work, and one-sided. Today's employees want more than an annual scorecard – they're seeking genuine interactions informed by the authentic contributions they make and the feedback they receive from colleagues.

Without a way to share feedback rooted in the flow of work, performance reviews feel out of touch – driving burnout, disengagement, and isolation. With engagement already at historic lows, organizations need a core solution that supports both people and performance.

“[Conversations] is a **light, fun, intuitive, and flexible solution** which allows us to incorporate our recognition culture into our performance process.”

Vikki Sly  
Former Vice President of Talent Development  
Qlik

Source: [Qlik case study](#), Workhuman, 2021

# The Workhuman solution – a platform that works for people

Deliver continuous performance development that feels human, intuitive, collaborative, and connected. Integrated with Social Recognition and embedded in daily workflows, Conversations makes it easy for employees and managers to surface key highlights throughout the year – enabling richer reflections and business-aligned goal-setting with:

**Check-ins.** Facilitate frequent, meaningful 1:1s with space and prompts to help track discussion points, wins, and roadblocks.

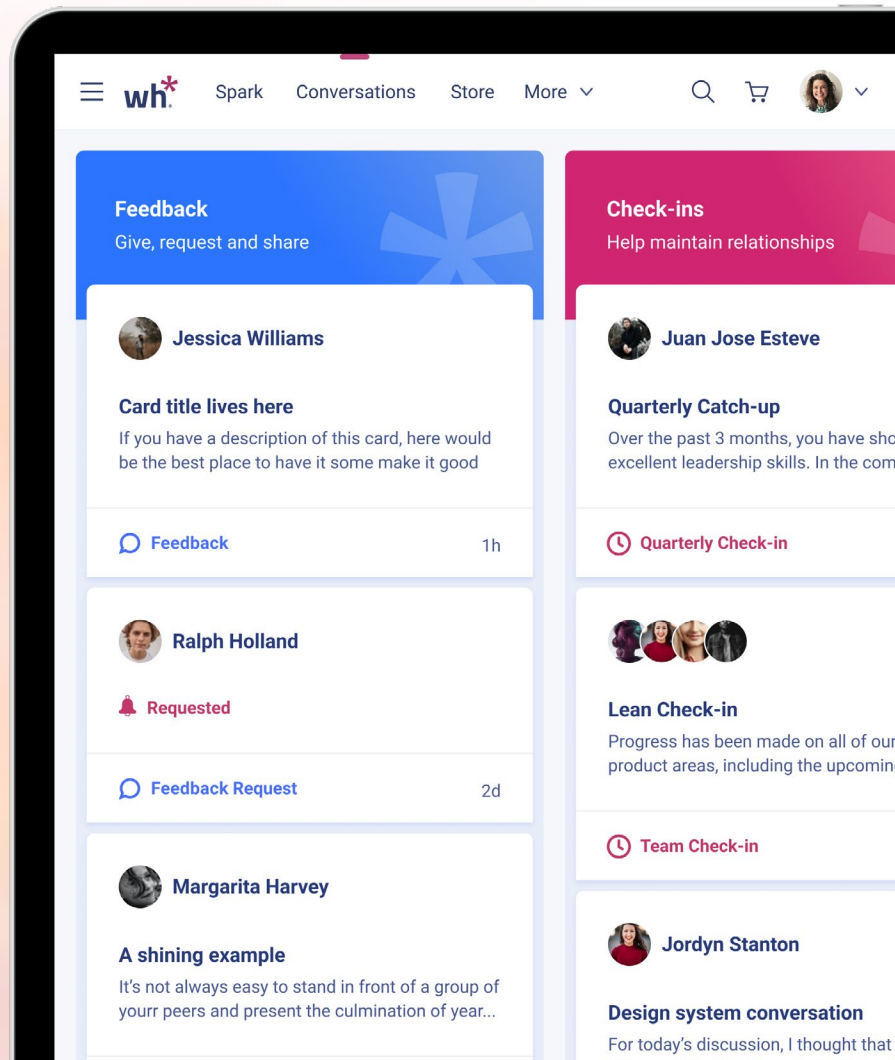
**Crowdsourced, real-time feedback.** Employees can request and receive feedback from anyone in the organization at any time.

**Goal setting and priorities.** Align near-term goals with broader company objectives and make priorities more transparent across teams.

**Manager dashboards.** Give people leaders a full view of their team's progress, feedback, and recognition in one place.

**Reflections.** Streamline performance reviews with intelligent, integrated tools. Employees can pull in relevant feedback, check-ins, and recognition moments – no blank-page paralysis or clunky forms.

**Insights and analytics.** Leverage Human Intelligence™ to map and track employee skills through recognition data, identifying gaps and opportunities for upskilling and reskilling. This enables data-driven decisions that enhance performance development across your organization.



# Recognition + feedback = full-spectrum performance

Conversations and Social Recognition are stronger together: one platform, one login, one dashboard. Recognition becomes

real-time performance feedback. Goals become tangible. Reflections become faster and more authentic.

## **46% of employees do not get feedback**

from their managers at the rate they want.

Employees who receive valuable peer feedback are

**5x more likely to be engaged.**

Employees who know how coworkers like to be recognized are

**2.6x more likely to feel meaningful connections at work.**

Recognizing contributions outside of work makes employees

**74% more likely to feel connected to company culture.**

Those who receive valuable peer feedback are

**57% less likely to experience burnout.**

Source: [Gallup & Workhuman Research](#)

# Rethink performance before your talent does

Sticking with outdated review cycles  
signals that development isn't a priority.  
Your best people are already craving  
more connection, more coaching, and  
more clarity – and they won't wait  
around for an annual check-in.

It's not just better – it's what's next.  
Scale human-centered performance development across teams,  
time zones, and touchpoints with Conversations.

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Or read more on our blog: [workhuman.com/blog](https://workhuman.com/blog)

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