

SUMMARY of PDR Approaches

The table shows what each group will and won't do, at a quick glance.

PDR Elements	G14+	1,600 Leaders	All non line manager PDR users	Non PDR users
Description	Grade 14 and above in a leadership role	All colleagues undertaking a leadership role grade13 and below with a direct team	All colleagues that do not manage a direct team	All colleagues that don't use a PDR
Regular 1-1s	Y	Y	Y	Y
Goals	Y	Y	Y	N
Career Aspirations	Y	Y	Y	N
Personal Development Plan	Y	Y	Y	N
Feedback	Y	Y	Y	N
Competency Framework	Y	Y	N	N
Performance & Potential Ratings	Y	N	N	N
Talent Review	Y	N	N	N
Start, Mid & End of Year Review	Y	Y	Y	N
Digital App	Y	N (Word)	N (Word)	n/a