

TINYpulse Takes a Swipe at Eliminating Annual Performance Reviews

First real-time "pulsing" mobile platform offers alternative to outdated, expensive, and time consuming annual reviews in favor of ongoing assessments

SEATTLE – February 24, 2016 – [TINYpulse](#) today announced the availability of [TINYpulse Perform](#), a new mobile-first application for breaking annual performance reviews into weekly bite-size check-ins. With the simple swipe of a finger, TINYpulse Perform makes it easy to rate performance, set goals, track performance over time, and get 360-degree feedback to continuously align goals. By transforming the dreaded paper-driven annual performance review into weekly check ins, TINYpulse Perform fosters ongoing constructive conversations to help companies retain the best talent.

“If you want happy, productive, and engaged employees, you shouldn’t wait to give them performance feedback once-a-year. Great employees will no longer tolerate that annual waiting game,” said TINYpulse CEO David Niu. “For those interested in finally getting rid of an annual process that everyone hates, especially millennials, TINYpulse Perform captures all the real-time data people crave to measure performance, all while keeping it fun.”

Annual Performance Reviews On the Way Out

According to Bersin by Deloitte, around 70 percent of companies are now reconsidering their performance management strategy. Many companies have eliminated annual performance reviews, including IBM, General Electric, Microsoft, Accenture, and Adobe. Companies like Deloitte made the shift after discovering the organization was wasting close to [2 million hours a year on performance management](#). Some attribute this market shift to millennials who expect more collaboration in the workplace. A study by [Viacom](#) found that 80 percent of millennials want regular feedback on their performance.

TINYpulse Perform: Anytime, Anywhere Mobile-First Performance Reviews

TINYpulse pioneered the idea of employee pulse surveys over three years ago. These short, weekly surveys allow companies to get real-time feedback about employee engagement and happiness quickly. TINYpulse Perform was built directly from our customer feedback. Those customers demanded a new agile approach to performance management.

TINYpulse Perform stands in contrast to other performance review products because of its mobile approach that feels much more like a consumer app such as Tinder or Fitbit. Available immediately, key benefits include:

Email forwarding: Simply forward any email related to performance to TINYpulse, and we will automatically PerformSync it by parsing and dropping it into your profile. No messy printouts, manila folders, notes, or Mensa IQ needed.

Swipe-to-rate goals: When it’s time to rate performance, employees and their managers instantly get a notification and swipe up, down, or right to submit their rating.

True transparency: Only after both parties have submitted their ratings can they see the results. So no more one party biasing the other.

Saves time: TINYpulse Perform prepares you for performance discussion at any time – you are always ready because you’ve been providing feedback on an ongoing basis. You’re done before you start.

Real-time dashboard: Similar to a health tracking app, it’s easy to create shared or individual goals and track progress over time in an intuitive dashboard, with full transparency throughout the entire process. This allows both employees and managers to view meaningful trends, discuss alignment, and managers can view individual rankings to get a full picture of a team’s performance.

“TINYpulse perform helps us track what's important in regard to performance. It's simple to use and the best way to keep everyone on the same page," said Cory Archer, DataBank IMX, North America’s leading end-to-end business process solution provider named by Inc. Magazine as one of the country’s top 5000 fastest-growing private companies.

Availability and Pricing

Pricing for TINYpulse Perform starts at \$3 per month per user for existing TINYpulse customers and \$5 per month per user for standalone customers. TINYpulse Perform is available for Android, iOS, and as a Web app. Watch the [video](#) to see how TINYpulse Perform works.

About TINYpulse: TINYpulse® helps organizations around the world improve employee and customer happiness through a lightweight, cloud-based, software-as-a-service solution. TINYpulse® produces three products - Engage, Perform, and CLIENTpulse.

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