

The 5-Minute Clinic Performance Check In

Let's be honest: you avoid performance reviews because they're awkward. But that avoidance is costing you. Use this simple check-in to get clear, fast.

For each team member, rate them on the four core categories below. Be honest. No one sees this but you.

The 4 Core Categories of Clinic Performance

Category	Your Rating (G/Y/R)
1. Clinical Performance & Patient Outcomes	
2. Team & Communication Behaviours	
3. Systems Adherence & Reliability	
4. Growth & Initiative	

The Rating Key

Colour	Meaning
GREEN	Exceeds Expectations. <i>This is your standard for an A-player.</i>
YELLOW	Meets Expectations, but... <i>There's an opportunity for growth. This is a coachable moment.</i>
RED	Needs Immediate Improvement. <i>Performance is below the standard and impacting the business.</i>

The Million-Dollar Reframe for Compensation

Feeling awkward about raises? Here's the reframe that changes the entire conversation from "you're denying me a raise" to "here's how you earn it."

*"We have two components to our raises. The **Base Loyalty Raise** is a given for your tenure and reliability. The **Performance Raise** is earned, not given. It gets tied directly to turning your Yellows into Greens on a 30-day plan. When you hit the metrics, the raise is unlocked. Simple as that."*

This one script removes the awkwardness and makes compensation objective.

Want the Full System?

This check-in is just the first step. The full system includes:

- The complete Google Sheet template with a **Staff Self-Assessment tab**, a **30- Day Improvement Plan tracker**, and the full **Compensation Calculator**.
- The **Performance Review Playbook** with word-for-word scripts for every conversation.

Stop dreading reviews. Start leading your team.

If you're a clinic owner who is serious about building a high-performing team, let's talk. A single coaching session on this topic can change the trajectory of your business.

Book a Clarity Call with Karen Elliott <https://karenelliott.co/book-a-call>