Benefits of Peer Review in a Organization

Peer reviews are a great way to improve an organization's success. There are many benefits to the organization with the system being correctly put in place. The main advantage is to allow employees to improve on their shortcomings with constructive feedback. The personal acknowledgment of an individual's weakness will enable them to know what they need to improve on, which will lead to transparency. With employees engaging and taking the matter seriously, it would also provide an increased camaraderie. The participation would give a chance to accentuate one's strength and allow them to accommodate others where their peers may fall short. A proper collective organization would occur as a result, fostering collaboration and autonomy.

The most efficient way to incorporate this would be to entirely create the peer review process anonymously. This means a full text-based submission with no identities attached and excluding subtle distinguishing characteristics that can be revealed via handwriting, vocabulary, or sentence structure. The form should also be extremely thorough in the safety of the employees by outlining expectations, comprehensive questions, and easily understandable sentences for no misinterpretations. Diving into the comprehensive questions, it should be formatted to outline the multiple aspects of the individuals to give generalizability to their overall work performance.

When it comes to handing the feedback to the individual, the expectations in the form should state the submitter to be clear and specific. The specificity will allow the peer to fully understand their flaws. While it's important to address the issues within, it's parallel to receive praise at the same time. The praise is essential to not deteriorate one's motivation in the organization. A constant barrage of criticism will just trigger toxic defensive mechanisms that aren't warranted.