

Implementation Guide:

Performance

What is Performance?

Deel's Performance module enables you to run structured review cycles, set goals, and gather feedback—helping teams stay aligned and drive continuous development.



Internal Readiness Checklist

Before onboarding begins, ensure your team has:

- ☐ Defined your review cycle cadence and key dates
- ☐ Selected or created templates and review questions
- ☐ Identified managers, reviewers, and employees participating
- ☐ Established your review visibility and approval settings
- ☐ Clarified the goals of the cycle (e.g., feedback, promotion, calibration)
- ☐ A plan to communicate the rollout to employees and managers
- ☐ Complete the document collection checklist and be prepared to upload to Deel's secure file vault:
 - ☐ Review cycle timeline and deadlines
 - ☐ Reviewer logic/matrix (who reviews whom) - Peer, Self, Upward, Downward
 - ☐ Questions for each review (including rating scales, open-ended questions)
 - ☐ Historical cycle reports (optional)
 - ☐ Goals or OKRs (if being used)

What Does "Onboarding Complete" Mean for Performance?

- At least one review cycle is configured
- Review templates, participants, and roles are set
- Visibility settings and permissions are confirmed
- Stakeholders are trained and have reviewed the setup
- The cycle is launched or ready for launch

Resource Hub

Where to find support and tools:

- [Deel Academy](#)
- [Help Center](#)
 - [Organization and Group Management](#)
 - [People Management](#)
 - [Deel Engage](#)
 - [Assigning Engage Admin Roles](#)
 - [Activating Workers in Engage](#)
- Support – via your OBM and CSM

Performance Onboarding Checklist

Set up the following:

- ☐ 1–2 review cycles created
- ☐ Goals added
- ☐ Workers activated in Deel Engage (Org settings)