betterworks

Assess your performance management maturity *90% faster* with this *one AI prompt*



Copy. Paste. Get a **real diagnostic** of where your performance program stands **in under 5 minutes.**

If you're an HR leader who needs to know how your performance program stacks up and what it's actually returning, this is for you.

For a 2,000-person organization, performance management represents roughly $2M–$4M+ in annual investment once you account for software, manager hours, calibration sessions, HR business partner time, and the productivity drag of low-trust cycles. That's a big line item that only grows for large enterprises. But most HR leaders can't say whether that investment is working.

A performance management maturity assessment is how you find out. It gives you a defensible read on where your program stands across Strategy, People, and Systems, surfaces the gaps costing you the most in dollars and execution, and gives your leadership team something credible to align around.

But it can be an expensive and slow process. Third-party service providers could cost you five to six figures in consulting fees. Even a self-run diagnostic can take up to 12 weeks of interviews, surveys, and analysis. By the time you have a usable output, the urgency that drove the work has cooled.

So we built something simpler: a prompt you can paste into Claude or ChatGPT, fill in eight short fields, and run. It generates a working maturity diagnostic in about five minutes — a current state read across the three pillars, the gaps most worth addressing, the estimated business cost of those gaps, and three to five priority moves for the next 90 days.

It's not as deep as a full consulting engagement, but it's not supposed to be. It's the **first cut** that gets you to clarity fast enough to start a real conversation with your C-suite about how your performance management program can better support business execution.

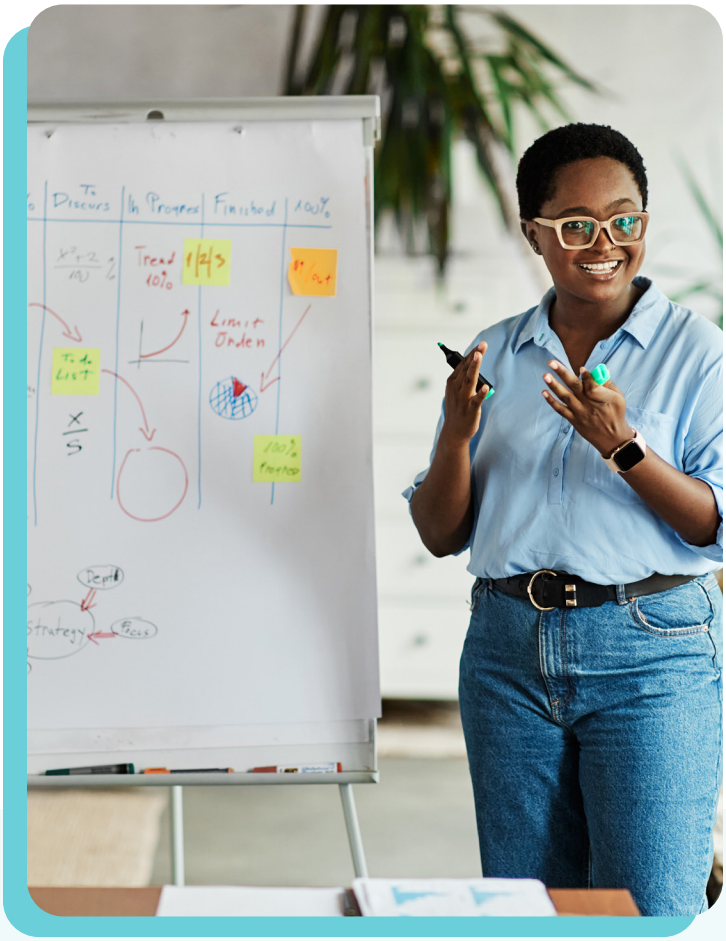
How to use it

STEP 1. Fill in the bracketed fields below with your specifics. Don't overthink it — first-instinct answers work best.

STEP 2. Paste the entire prompt into Claude, ChatGPT, or your LLM of choice.

STEP 3. Read the output. If anything feels off, push back. Ask follow-up questions. The LLM is your diagnostic partner, not the final judge.

STEP 4. Share the output with your CHRO, CPO, or executive team to align on next steps.



The prompt

Copy everything below the line. Replace each bracketed field with your specifics. The placeholder text is to provide you with concrete examples to get started.

You are a senior performance management consultant helping me run a maturity diagnostic on my organization's performance management program. Use the Betterworks Performance Maturity Framework, which evaluates three pillars — Strategy, People, and Systems — across four maturity levels: Initiating (ad hoc, individual-dependent), Emerging (efforts exist but vary widely), Embedding (practices reinforced consistently), and Optimizing (strategic, data-driven, scalable).

Here is the context for my organization:

- **My organization is:** [a 2,400-person financial services company headquartered in the UK with offices across EMEA; ~$520M in annual revenue]
- **My role is:** [VP of Talent Management, reporting to the CHRO]

- **Our current performance approach is:** [annual performance reviews with quarterly check-ins; goals set in January and rarely revisited; calibration sessions driven mostly by manager opinion; managers spend ~4 hours per direct report per cycle on review writing]
- **The tools we use are:** [Workday HRIS for the core HRIS; spreadsheets and Google Docs for most performance management activity; SurveyMonkey for engagement]
- **The metrics we track today are:** [review completion rate (currently 68%); annual engagement score; voluntary attrition (currently 14%); time-to-fill for internal mobility (currently 47 days)]
- **The biggest pain point I see is:** [managers don't feel equipped to coach their teams effectively, and our review process feels disconnected from the work people actually did; our internal mobility rate is below 25%, and we're hiring externally for roles our own people could likely fill]
- **What my executive team is asking me about is:** [the ROI on our $3.2M annual workforce investment, how performance connects to our Q1 strategic priorities, and why time-to-productivity for new hires has trended up]
- **What I've already tried that hasn't worked is:** [We rolled out a manager training program last year, but adoption faded after three months, and engagement scores didn't move]
- **My honest gut feeling about where we are is:** [somewhere between Emerging and Embedding, but inconsistent across business units]

Based on this context, please give me:

1. **A current state read** across the three pillars. For each pillar, name the maturity level you think we're at and explain your reasoning in two or three sentences.
2. **The widest gap and what it's costing us.** Tell me which pillar is the weakest and translate that gap into concrete business cost. Where reasonable, estimate the impact in hours, dollars, or specific metric movement — manager time lost to ineffective processes, productivity drag from misaligned goals, retention risk and replacement cost, internal mobility we're leaving on the table, time-to-productivity for new hires. Be explicit about your assumptions so I can pressure-test them.
3. **Three to five priority moves for the next 90 days.** For each move, tell me: (a) what to do, (b) the leading indicator that will tell us it's working in 30–60 days, (c) the lagging outcome it should move in 6–12 months (e.g., review completion quality, manager effectiveness scores, internal mobility rate, voluntary attrition of high performers, time-to-goal, revenue per FTE).

4. **An ROI framing for my C-Suite.** Write me a paragraph I could use to frame this work for my C-suite — in their language, not HR language. Connect the work to specific business outcomes: productivity, retention of key talent, internal mobility savings vs. external hiring cost, faster execution against strategic priorities, reduced manager time spent on low-value performance admin. Where you can, estimate the dollar range of impact for an organization of my size.

Be honest. If something in my context sounds like a red flag, name it. If my metrics suggest I'm worse off than I think, push back. I'd prefer a real diagnostic over a flattering one.

What you'll get back

- A structured output that reads like a one-page consulting memo
- Your specific maturity profile across the three pillars
- The widest gap translated into estimated business cost — hours lost, productivity drag, retention risk, internal mobility you're leaving on the table
- A prioritized list of 90-day moves with leading indicators to watch and lagging business outcomes that they should move
- A C-suite-ready framing paragraph you can drop into your next exec conversation



The whole thing takes about five minutes once you've filled in the fields. Compared to $20K–$40K and 6–12 weeks for a traditional engagement, that's the 90% cost and time savings the title promises.

When to use it

This is your **first cut** — the thing that gets you and your leadership team aligned on the shape of the problem and the rough scale of the dollars in play. It's perfect for:

- A CHRO or CPO who wants a quick gut check on workforce ROI
- A VP or Director of Talent who wants to scope a transformation and estimate impact before commissioning a full assessment or putting budget against vendor evaluation
- An HR team prepping for annual planning that needs a fast diagnostic to anchor a budget conversation with finance
- A leader building the business case to replace, consolidate, or upgrade performance tooling

It's not designed to provide defensible benchmarking data, structured peer comparison, audit-grade ROI modeling, or a fully developed business case. If you're moving from an initial gut check to evaluating your options and building the case for change, a conversation with a Betterworks performance expert can help you take the next step.

When you're ready for more

This prompt gives you a starting point. If the results point to a bigger opportunity, the next step is figuring out where the opportunity actually sits, what it's worth, and what it would take to capture it.

A Betterworks performance expert can help you pressure-test your findings, identify the biggest gaps in your current approach, and build a clearer picture of what a more effective performance system could look like.

Talk with a Betterworks performance expert →

No obligation. Bring your results, your questions, or just a sense that something needs to change. We'll help you figure out what's worth exploring next.

This prompt was built using the Betterworks Performance Maturity Framework — the same framework used by HR leaders at companies like LivePerson, Business Insider, and BioMarin Pharmaceutical to evolve their performance programs. Have feedback on the prompt or want to share what you got back? Reach out — we're collecting examples for the next version.

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