

Can AI Write Fair Performance Evaluations?

- 1)** The webinar pointed out that although AI-generated content has a veneer of objectivity, it can be biased. Discuss examples from your own experience. What kinds of bias or hallucinations have you seen in your own use of AI tools?
- 2)** When it comes to AI usage in your organization, what areas would you like to improve?
- 3)** How can your organization increase awareness of and address some of the issues raised in this webinar around using AI in performance evaluations?
- 4)** If you were an employee, how could you speak to your manager or supervisor if you suspect your performance evaluations were written using AI?
- 5)** What are some of the nuances to your work that would be difficult for AI to capture in an evaluation?
- 6)** How would you collect metrics to determine whether there is a problem with performance evaluations?
- 7)** Do you already use a rubric for evaluations? If so, how do you develop the evaluation criteria? If not, how could you get started?
- 8)** Have you ever seen or received biased feedback on a performance evaluation? What was the impact on you?
- 9)** What steps might your team, department, or organization take to make sure all employees are getting fair and effective performance evaluations?