If you are a second level manager, you may have anywhere from one to many indirect reports. Given that a second level approval is required as part of the annual performance appraisal process, it may be time-consuming for you. This guide is intended to help you understand the expectations of you as a second level approver and how to use reports in myPerformance to make this task efficient and productive.

Second Level Approver Expectations
Rating annual performance can be a difficult task for even the best manager. As a second level manager, you are expected to work with your direct reports in reaching similar definitions of the rating scale, which increases fairness of the process. The below steps outline how you can use score data to help you with this responsibility.

Analyzing a Report
There are many ways to analyze a score report. The approach below is one way to get to know the scores in your unit and to understand where you need to ask more questions, even if you don’t know all of your indirect reports. For a step-by-step guide for generating a score report, refer to the Appendix.

To get a feel for the data, look at the overall chart as well as each chart by manager.

As you review, ask yourself the following questions:
- What does the overall distribution look like? Does that distribution corroborate the results your unit accomplished in the past year?
- What do the score distributions by each manager look like? Does it appear that one manager is a more difficult or lenient rater than other managers?
- Look at the employees that have similar scores. When considering the results those employees accomplished, does that grouping make sense? To look at the data this way, scroll down past the charts and sort the data by employee score:
  - Click the down arrow next to By Overall Score
  - Choose No Grouping
  - Hold your mouse over the Overall Score column name, click the down arrow, and then choose Sort Ascending or Sort Descending
Reviewing and Approving Appraisals

Once you have reviewed appraisal scores and discussed any changes with managers, the next step in the process is to review and approve each employee appraisal. While you can’t review and approve all of the appraisals at once, reviewing appraisal scores will make the review process much more efficient.

To approve a manager’s appraisal, click on Review appraisals for second level reports on the home page, and then click Review and Approve.

You can review the appraisal, including the both manager and employee ratings and comments. If you approve the appraisal, click Approve at the top right hand corner. To quickly move on to the next employee, click Next Employee at the top right hand corner.
If more work needs to be done on the appraisal, you can indicate your thoughts using the Annotation button, and then click Send Back to Author. Doing so will send the appraisal back to the manager to edit; once it is complete, it will go back to you for approval.

For more information on the appraisal process overall, check out the Performance Appraisal Process video.
Appendix

Steps for generating a score report are below. For more on reporting, check out the Reporting for Managers in myPerformance video.

Generating a Report

1. Log in to myPerformance
2. Click the Reports tab
3. Click the blue circle ‼️ next to the Score Report
4. Under Group by, choose Evaluator
5. Ensure the filters are correct
   a. Delete the following filters by holding your mouse over the title of the filter and clicking the X symbol:
      i. *Employee Scope* (removing this ensures that your report will include all direct and indirect reports)
      ii. *Process Status* (this filter is not needed if you add the Process Title filter discussed below)
      iii. *Subject Completed Status* (removing this filter ensures that your report will include scores of employees that haven’t
   b. Add the *Process Title* by clicking Add Filters, Process Title, and then choose the name of the current process. For example, if it is Fiscal Year 2016, you would choose the FY16 Appraisal Process

6. Click the blue circle to regenerate the report with the correct filters.