

Shades

EST. H A I R & C O . 2022

6-Month Growth Compensation Review

Employee Name: _____

Position: _____

Review Period

Start Date: _____

End Date: _____

North Star Reflection

If your career continued growing at the same pace as the last six months, where would you be in three years?

Examples to consider:

- fully booked schedule
- higher service pricing
- leadership opportunities
- education or mentorship roles
- stronger financial stability

Reflection: _____

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KPI Performance Review

Please complete your KPI progress during this review period.

KPI Starting Number Current Number Growth

- Service Sales
- Average Ticket
- Retail %
- Prebooking %
- Guest Count
- Rebooking Rate

Biggest Mindset Growth

What is the biggest mindset shift you experienced during this review period?

Examples:

- confidence behind the chair
- stronger consultations
- retail conversations becoming natural
- improved time management
- leadership within the salon

Reflection:

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Opportunities for Growth

During our previous meetings we discussed areas for growth. Please list them below.

Growth Area Actions Taken Results

Examples of proof may include:

- KPI improvement
- client feedback
- before/after results
- increased retail sales
- improved rebooking

Accomplishments

What are you most proud of accomplishing during this review period?

Examples:

- revenue growth
- skill development
- improved KPIs
- stronger client relationships

Reflection: _____

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Future Goals (Next 6 Months)

What goals would you like to focus on during the next review period?

Examples:

- increasing average ticket
- building clientele
- improving retail percentage
- learning advanced color techniques

Goals: _____

Career Path

Where do you feel you are within the Shades career path?

- Maintain current level
- Continue developing toward next level
- Request promotion review

If requesting promotion: _____

Level you are working toward: _____

Qualifications you have achieved: _____

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Support Needed

What support or resources would help you grow the most?

Examples:

- education opportunities
- coaching on consultations
- business strategy

Reflection: _____

Signatures

Employee Signature: _____

Date: _____

Manager Signature: _____

Date: _____