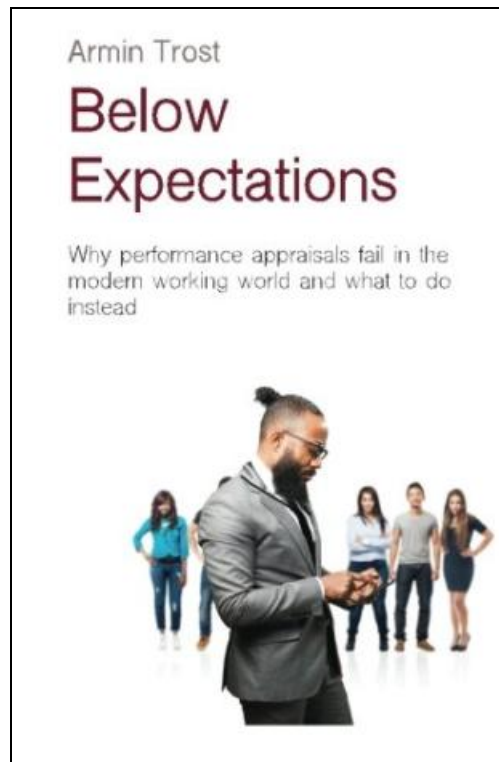


## Below Expectations: Why Performance Appraisals Fail in the Modern Working World and What to Do Instead



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