



1H 2026 Release Briefing Series

SAP SuccessFactors



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SAP SuccessFactors

Performance & Goals

1H 2026 Release Briefing





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SuccessFactors Experience: Since 2006

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Agenda

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map

Most Important Topics



Configure Goal Statuses That Don't Generate Home Page Cards

TGM-26781

In Admin Center Manage Templates, SAP introduced a new configuration setting named 'Do Not Generate Cards on Home Page' for Goal Management

ep effective people Admin Center

Admin Center > Manage Templates > My Goal Plan

Save Save As... Cancel Refresh

General Settings

- Edit Categories
- Edit Fields**
- Category
- Goal Name
- Description
- Metric
- Milestones
- Start Date
- Due Date
- Weight
- Status**
- Your progress
- Comments
- Add a New Field

Edit and add fields to your plan. Here you can also personalize elements.

Change Language: default

Label: Status

- Required Field
- Show in People Profile Block

Field ID: state

Field Type: enum

Dropdown Options:

- Not Started
- On Track
- Behind
- Cancelled
- Completed

Trigger Completion: Completed

Do Not Generate Cards on Home Page

Add a New Value

Cancelled

- Select all
- Not Started
- On Track
- Behind
- Cancelled
- Completed

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The level of impact is High

Related to Customer Influence suggestions



New Admin Tool for Mass Changing Goal Plan States

TGM-27889

A new admin tool, **Mass Change Goal Plan States**, is now available for you to change performance goal plan states for multiple employees at once, without needing to open each employee's goal plan individually.

The level of impact is High
Requires Latest Goal Management

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- The new tool provides a centralized way to change multiple employees' goal plans to a new state in bulk. It supports uploading a CSV file with up to 30,000 state changes and includes system validation to ensure only valid changes are applied. To handle large volumes efficiently, the system processes the changes in a background job, so your other work remains unaffected. You can check the job's progress with the job **Mass Change Goal Plan States** in **Scheduled Job Manager**. After the job is completed, you'll receive an email summary so you can easily review the results of the mass change.
- Access to this tool is managed through a new role-based permission named **Mass Change Goal Plan States**.

	A	B	C	D	E	F	G
1	OBJ_PLAN_ID	11					
2	OBJ_PLAN_NAME	My Goal Plan					
3	DATE	Mon Apr 13 08:51:47 UTC 2026					
4	OBJ_PLAN_STATES						
5							
6	FILTER_USERNAME	FILTER_MGR_ID	FILTER_DEPT	FILTER_DIV	FILTER_JOBCODE	FILTER_LOC	targetPlanState
7							
8							
9							

Related to Customer Influence suggestions



Enable Managers to View All Feedback for Direct Reports

SFSL-15458

As an administrator, you can now ensure that managers always have access to all feedback their direct reports received, preventing employees from hiding or deleting feedback.

The level of impact is Medium

effective people Admin Center

- Automatically Hide Prior Feedback Requested or Given by Former Manager from the New Manager
- Enable Cross-Channel Activity Sharing
- Enable Managers to View All Feedback for Direct Reports**

- Type: New
- Lifecycle: General Availability
- Enablement: Customer configured

Feedback / Feedback Details **Unselected**

Feedback Details

Lillian Torres VP Warehousing

Your presentation yesterday
Feedback received on January 21, 2025

Make visible to my manager:
No

Linked Activity:

Feedback / Feedback Details **Selected**

Feedback Details

Lillian Torres VP Warehousing

Your presentation yesterday
Feedback received on January 21, 2025

Linked Activity:

Direct reports cannot hide feedback from managers or delete them, even if the "Disable Deleting Feedback" setting is off.

Evaluate Next Role Skills and Competencies in Latest Performance Management Forms

PMU-24572
Requirements:

- Career Path
- Path with Next Job Roles
- Latest Experience of Performance Management
- Job-specific skill or competency section for next job role in form
- You can control visibility based on conditions via **Configure Dynamic Form Content**

The level of impact is High

Section Type: Attribute

Section Name: [Add More+](#)

Description:

B I U Paragraph 0 words

Attribute Type:

Section Type: Job Specific Core Custom

Allow managers to stack rank employees on this competency section

Unable to Rate:

[Add More+](#)

[Show advanced options...](#)

Type: New

Lifecycle: General Availability

Enablement: Customer configured

User Experience Enhancements to Latest Performance Management Forms

PMU-25660

SAP has made enhancements to the latest experience of Performance Management forms, including quick actions to edit or remove items, error alerts for each item, an improved collaborative step experience, and more.

The level of impact is High

Here are a few examples

- Type: Changed
- Lifecycle: General Availability
- Enablement: Automatically on

Goal	Rating	Employee Rating	Gap	Comment	Action
Achieve successful completion and launch of the Test product	☆☆☆☆☆ Select a rating...	☆☆☆☆☆ Select a rating...	-		[Edit] [Delete] [More]
Fix software bugs to improve application stability and user experience	☆☆☆☆☆ Select a rating...	☆☆☆☆☆ Select a rating...	-		[Edit] [Delete] [More]

2026 1H Performance Review for Carla Grant

Overall Score: 4.0 - Exceeds Expectations

Competency	Official Rating	Comment	Action
Adapting to Change	4.0		[Edit] [Delete] [More]
Driving Continuous Improvement	3.6		[Edit] [Delete] [More]

You have 4 incomplete items.

- Accepting Direction
 - Enter your comment for Item Comments.
- Adapting to Change
 - Enter your comment for Item Comments.
- Driving for Results
 - Enter your comment for Item Comments.
- Evaluating and Implementing Ideas
 - Enter your comment for Item Comments.

Adapting to Change

Official Rating: 3.0 - Meets Expectations

Comments: [Editor]



New Rule Scenario: Add Custom Validations to Form Fields

PMU-24571

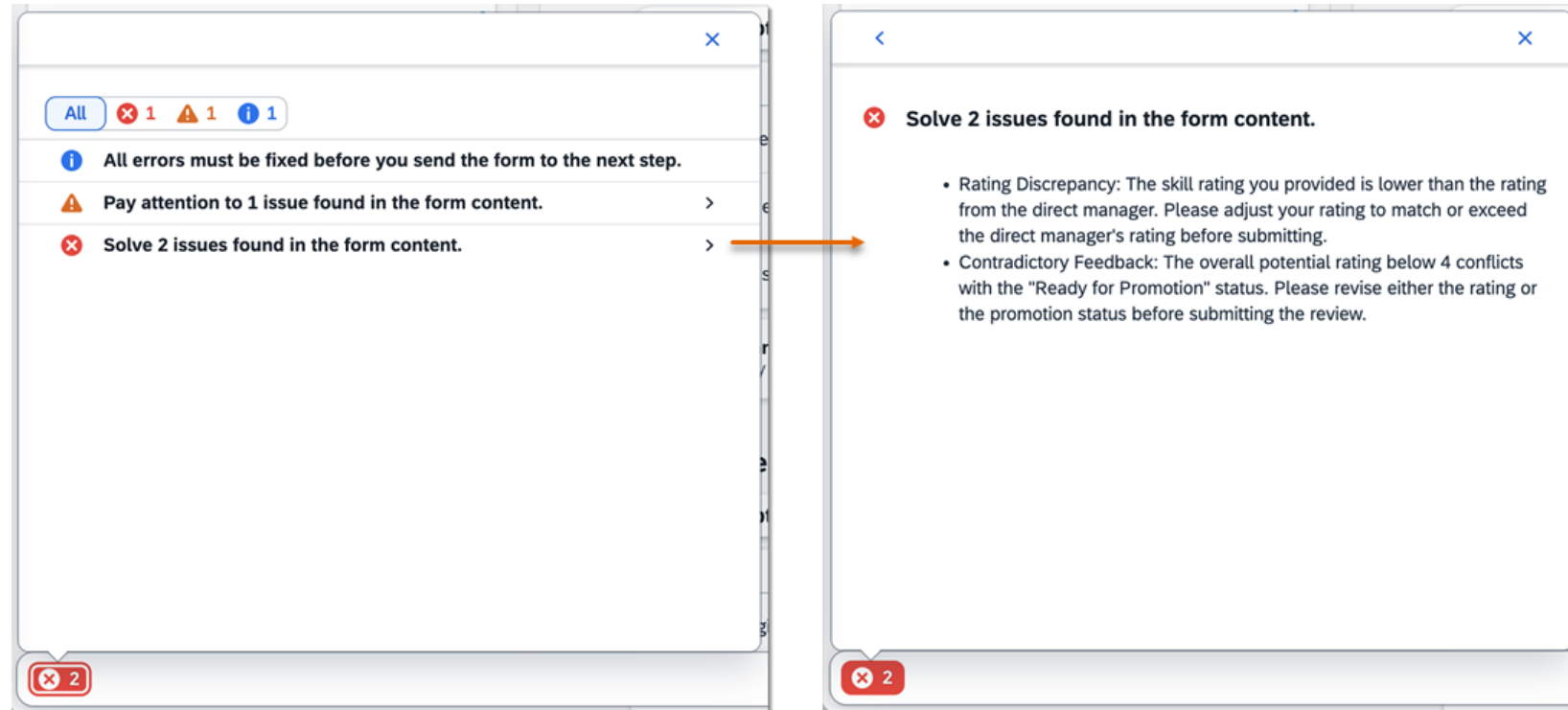
When the latest experience of Performance Management forms is enabled, you can configure business rules that display warning or error messages on forms when certain fields meet the conditions you defined.

- This is an example of such a business rule:
If the second-level manager rates a skill lower than the direct manager, a warning message will be displayed, advising them to match or exceed the direct manager's rating.

Type: New

Lifecycle: General Availability

Enablement: Customer configured



- The warning and error messages are created in **Manage Data** and then associated with specific rule conditions in **Configure Business Rules**.

New Rule Scenario: Launch Form Based on Assessment Outcome

PMU-26655

When the latest experience of Performance Management forms is enabled, you can configure business rules to automatically launch follow-up forms, such as performance improvement plans, when initial forms are submitted with certain ratings.

The level of impact is High

This is an example of the rule:

- If the potential rating is "High", launch a leadership development form.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

In addition to configuring an automatic launch, you can let users know about it by displaying a custom message in the confirmation dialog for sending the form to the next step. You can see an example message in the following screenshot, which reads: "If you send this form with a potential rating of 'High', a leadership development form will be created for this employee." The message is created in **Manage Data** and then configured in the rule.

Business Rule Enhancements on Configuring Dynamic Content for Latest Performance Management Forms

PMU-25118

The **Change Field Visibility, Editability, and Required Status on Forms** rule scenario has been renamed to **Configure Dynamic Form Content**, and incorporated with more functionality, such as setting field values, limiting rating field options, changing section visibility, and using the **Get Count of Ratings** function.

The level of impact is High

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Examples:

New Use Cases for Rule Conditions ("If" Section)

Use Case	Examples	Notes
Define conditions using Ratings from Others fields: <ul style="list-style-type: none">Rating by EmployeeRating by ManagerRating by 2nd Level ManagerRating by First Matrix ManagerRating by HR RepresentativeRating by HR Representative's Manager	In the Manager Review step, execute a rule if the manager's rating on a goal is lower than the employee's self-rating.	N/A

New Use Cases for Rule Outcomes ("Then" Section)

Use Case	Example	Notes
Set field values (fill in a field, change field value, or clear the field)	<p>If the overall goal rating is between 3 and 3.5 and the overall competency rating is between 3.5 and 4, set the overall form rating to 3.5.</p> <p>When you configure a rule to hide a text field, you also clear this field to prevent hidden text from appearing in reports.</p>	To set the value of a rating field, make sure the associated rating scale includes your target value, either as an explicitly defined option or within its range. If the target value doesn't have a defined label, the value itself will be displayed on the form.



Disable Calibration Home Page Card by Role

CAL-9477

You can now disable the generation of “Complete Calibration” home page cards for selected roles

The level of impact is High

The new setting **Disable Calibration Home Page Card Generation by Role** is available under **Admin Center Manage Calibration Settings**. This allows you to select specific roles, such as facilitator, co-facilitator, owner, participant, and executive reviewer, that are not supposed to receive the “Complete Calibration” card on their home page. When enabled, users in these roles will not see calibration cards on their home page but will maintain access and edit permissions for calibration sessions. This setting only affects sessions activated after it has been enabled. Existing cards for sessions that were activated prior to enabling this setting will continue to be displayed.

[Admin Center](#) > Manage Calibration Settings

Type: New

Lifecycle: General Availability

Enablement: Customer configured

Save | Cancel

Permissions | Manager Template | Search and Filter Fields | **Global Settings**

- Enable Enforce Comment Option In Views
- Enable Session Creation for Direct and Matrix Managers
- Show In-Progress Calibration Ratings In Live Profile
- Enable Reverse Scale
- Limit Employee to be included in only one calibration session at a time
- Enable Calibration Executive Review
- Launch Calibration from Team Overview of Performance Management
- Enable Calibration Alert (Beta)
- Remove “Too New to Rate” from rating options for the rating types from People Profile data
- Enable Autosave
- Exclude Contingent Workers from Session Creation
- Exclude Rating Sources from Employee Profile Data
 - Performance Management
 - 360 Reviews
 - Live Profile
 - Calibration
- Disable Calibration Home Page Card Generation by Role**
 - Facilitator
 - Co-facilitator
 - Owner
 - Participant
 - Executive Reviewer

Online Export All Threshold 25

Online Mass Finalization Threshold 6



Related to Customer Influence suggestions

Enable Matrix Managers to Create Sessions on Calibration Page

CAL-9194

Matrix managers can now create sessions directly on the Calibration page using the **Create New** button. During session creation, they can select their matrix reports as session participants and choose their matrix reports or lower-level employees as session subjects.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The screenshot displays the 'Calibration' page with a 'New Session' modal open. The modal contains the following fields and options:

- Template:** Please select a template... (dropdown)
- Session Name:** Enter a session name (text input)
- Session Facilitators:** Daniel Cortez x (text input with user icon)
- Session Participants:** Direct Reports, Matrix Reports
- Session Subjects:** Direct Reports, Level 2, Level 3, Level 4, Level 5, Level 6, Level 7, Level 8, Level 9, Level 10, Level 11, Matrix Reports, Matrix Level 2

Buttons at the bottom of the modal: Create New, Cancel.

The level of impact is High



Other Release Features



Minor Visual Changes in 1H 2026

KM-22133

SAP SuccessFactors made numerous minor visual enhancements in 1H 2026. The following enhancements are of particular note for Performance Management

Many less-visible enhancements have been made

The level of impact is Medium

- Type: Changed
- Lifecycle: General Availability
- Enablement: Automatically on

Previously:

Session List / 2026 Annual Calibration Review

2026 Annual Calibration Review

Actions ▾ 🔍 📄 (0) 📧 🔄 ⌛ Regenerate Alerts

Dashboard List View **Performance** Pay x Performance

Unsatisfactory	Needs Development	Meets Expectations	Outstanding	Extraordinary
+1	-2	+6	-2	-3
<input type="checkbox"/> N.. R... I ≡ L..	<input type="checkbox"/> N.. R... I ≡ L..	<input type="checkbox"/> N.. R... I ≡ L..	<input type="checkbox"/> N.. R... I ≡ L..	<input type="checkbox"/> N.. R... I ≡ L..

Current:

Session List / Calibration with guideline

Calibration with guideline

Actions ▾ 🔍 📄 (0) 📧 🔄 ⌛ Open ISG

Dashboard List View **Performance**

Fair	Good	Excellent
Add 1~3 subjects	Remove 2~4 subjects	Remove 1 subject
<input type="checkbox"/> Name ≡ Job Code	<input type="checkbox"/> Name ≡ Job Code	<input type="checkbox"/> Name ≡ Job Code



Improved Talent Card Editing Experience

TRVW-4655

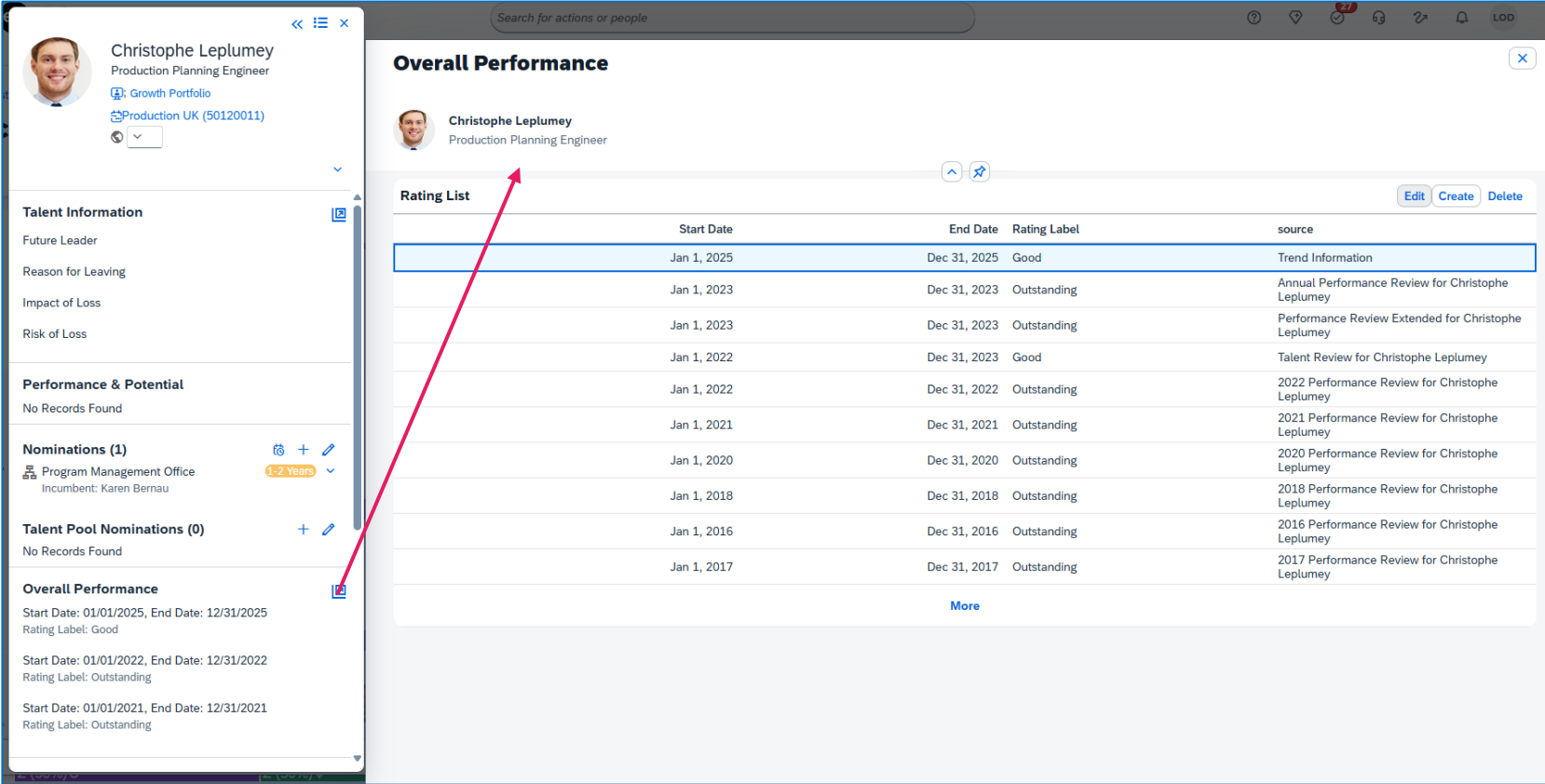
You can now edit the section details of a talent card in the latest People Profile dialog.

Editing is **not** available for the Career Goals and Variable Pay History Data sections as they are not supported in the latest People Profile.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured



The level of impact is Medium



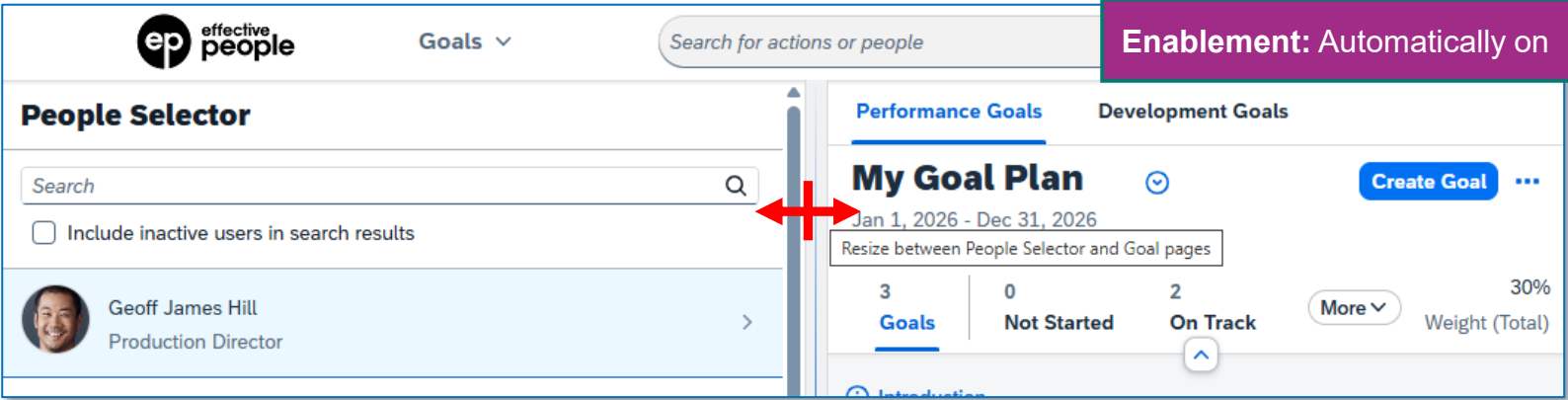
Improved People Selector Experience in Goal Management

TGM-27793

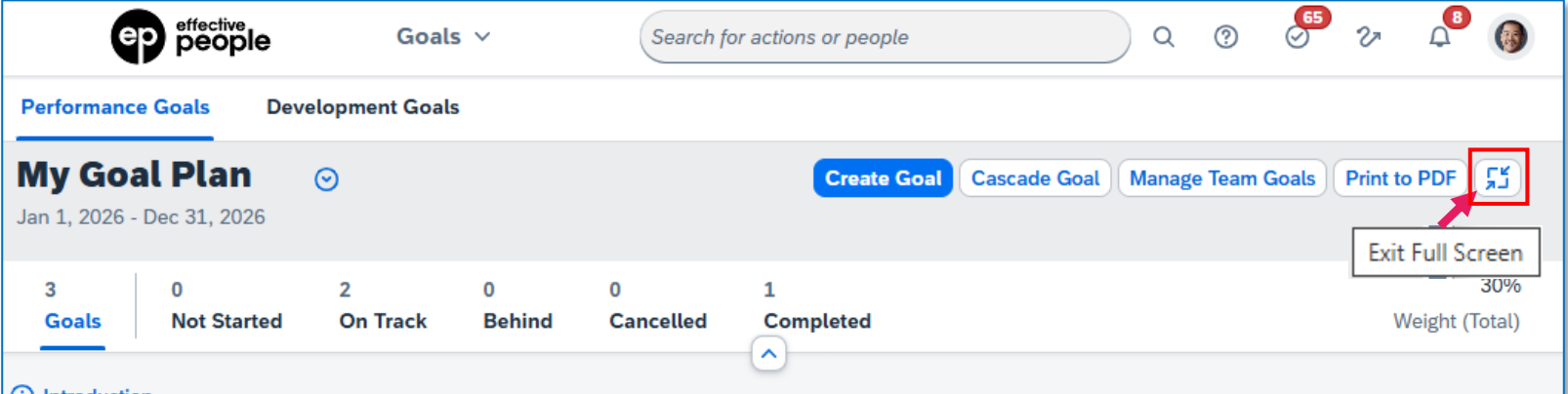
SAP SuccessFactors enhanced the people selector on the Goal Management landing page with several usability improvements.

The level of impact is High

- Type: Changed
- Lifecycle: General Availability
- Enablement: Automatically on



The default width of the people selector has been adjusted, and any width changes are now retained and applied consistently.



A new control allows users to collapse or expand the people selector, and the system remembers its last selected state.



Layout Improvements for Goal Management Pages

TGM-28076

SAP SuccessFactors has introduced layout improvements to the goal details, goal creation, and goal editing pages to provide a cleaner, more intuitive reading experience.

The level of impact is High

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

ep effective people Objectives

Admin EP Lars Dencker / 2026 Objective Plan / Objective Creation Options / Create from Scratch

Create Performance Objective

Objective Name: *
Establish AI-Driven Design Standards for Core Products
AI generated content 446 characters left

Visibility: *
Public

Category: *
Business objectives

Metric: *
Develop and implement AI-driven design standards to enhance consistency and efficiency across all core product lines by the end of 2026. Key Results include:
- Q1: Complete research and benchmarking on AI design best practices with at least 3 industry case studies.
- Q2: Develop a comprehensive AI-driven design framework covering style guides, pattern libraries, and automation tools, validated by cross-functional team reviews.
- Q3: Pilot the AI-driven standards in 2 major core products, aiming for a 15% reduction in design iteration cycles measured by project timelines.
- Q4: Achieve adoption of AI-driven design standards in all core product teams, tracking compliance with a target of 90% usage rate through monthly design audits.
AI generated content 259 characters left

Weight: *
25 %
AI-generated content

Milestones: ?

Target Date	Milestone	Actual Date
Jan 1, 2026	Q1: Conduct in-depth research and benchmarking of AI-driven design standards with at least three industry examples. Deliver a research report to stakeholders by March 31, 2026.	Mar 31, 2026
Apr 1, 2026	Q2: Develop a detailed AI-driven design framework including style guides, pattern libraries, and automation processes. Complete stakeholder validation and finalize framework by June 30, 2026.	Jun 30, 2026
Jul 1, 2026	Q3: Pilot the AI-driven design standards in two core product teams, monitor and target a 15% reduction in design iteration cycles by September 30, 2026. Collect feedback and performance data for refinement.	Sep 30, 2026
Oct 1, 2026	Q4: Roll out the AI-driven design standards to all core product teams, achieve at least 90% compliance measured through monthly audits by December 31, 2026.	Dec 31, 2026

AI generated content
[Add Row](#)

Start Date: Due Date: *
AI-generated content AI-generated content

Status:
Not started

[Save](#) [Cancel](#)



Print More Goals at Once in Goal Management

TGM-28131

Users can now print up to 20 goals at once in the latest Goal Management.

With this enhancement, the maximum number of goals that can be printed in a single request increases from 10 to 20, allowing users to include more goals in one print job.

This enhancement helps employees and managers prepare goal documentation more efficiently for performance discussions.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Print to PDF

Display Options:

Linked Activities Linked Learning Linked Assignments Comments

Select up to 20 goals.

- Enhance communication skills within large group settings to effectively convey ideas and foster collaboration.
- Develop leadership and operational skills to effectively support the role of Retail Assistant Store Manager by improving team motivati...
- Enhance project management skills by leading cross-functional projects to improve delivery timelines and stakeholder communication.
- Develop foundational project management skills to effectively lead small cross-functional projects by the end of 2025.
- Enhance leadership and strategic planning skills to prepare for Executive Management role by improving abilities in change communi...
- Enhance project coordination and problem-solving skills to improve team efficiency and decision-making by December 31, 2025.
- Develop proficiency in Adobe Illustrator to support graphic design projects by mastering core tools and techniques.
- New Development Goal: Become a master in Adobe
- Enhance personal time management skills to improve productivity and meet project deadlines consistently by the end of 2025
- Communication
- Improve PowerPoint Skills
- Become a better leader
- Complete PM - Prince 2 review
- Demo 002
- Thinking Globally

Print Close



The level of impact is High

Template-Level Permission Control for the Route Form Tool

PMU-24463

As a Role-Based Permissions (RBP) administrator, you can now control which forms are accessible in the Route Form admin tool by applying the Route Document permission to specific form templates.

The level of impact is Low

- This enhancement is available in Performance Management, 360 Reviews, and Compensation.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

The screenshot shows the 'Admin Center' interface for 'Edit HR Admin for Employees'. The 'Add Permissions' section is active, displaying a search bar for permissions and a list of permissions. The 'Route Document' permission is selected, and a dropdown menu shows '2025 Masterclass Review' as the selected option. Other permissions include 'Route Completed Documents', 'Route Document: Include Completed Documents', and 'Route Document: Allow Adding of a Step'.

This enhancement provides more granular permission control over mass routing, helping improve security and compliance by reducing unauthorized actions and operational errors.



AI-Assisted Writing Now Available in Mobile Apps

MOB-87734

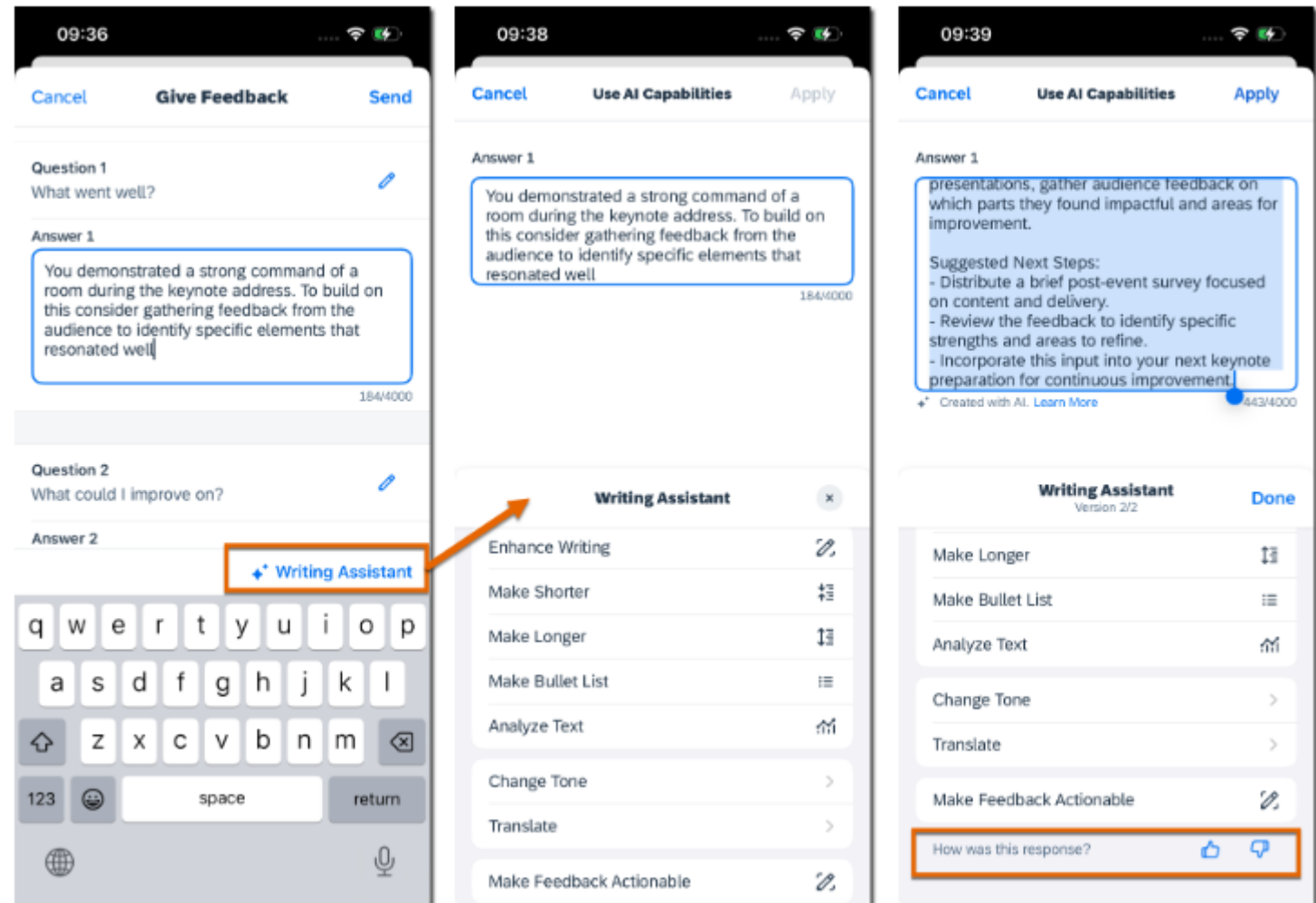
Now you can use AI-assisted writing in the mobile apps to draft, rewrite, and improve text in supported areas of Goals, Continuous Feedback, and Latest People Profile. You can also provide feedback on AI-generated suggestions for edited content.

The level of impact is High. Requires AI license

Type: New

Lifecycle: General Availability

Enablement: Customer Engagement Executive or Account Manager



Category Hiding During Feedback Recall in 360 Reviews

MTR-10038

As an administrator, you can now configure 360 Review templates to hide the rater category when a rater recalls and edits their feedback.

Helps customers maintain confidentiality and reduce bias.

The level of impact is High

Enforce permissioning for Detailed Document Search & Archive & Print Reporting.

Define the PDF file name format:

Form Title and Creation ID

Custom

[View List of Available Tokens](#)

Hide rater category when recalling feedback

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Unselected

Reviews Team Overview 360 Executive Review

Unfiled Actions History

360 Feedback Review for Carla Grant

Route Map Employee Information Review Information Evaluation Summary

EVALUATION SUMMARY Export as Word XML Open Detailed 360 Report

Username	Category	Status	Actions
Anonymous	Others	Completed	Recall

Selected

Reviews Team Overview 360 Executive Review

Unfiled Actions History

360 Feedback Review for Carla Grant

Route Map Employee Information Review Information Evaluation Summary

EVALUATION SUMMARY Export as Word XML Open Detailed 360 Report

Username	Status	Actions
Anonymous	Completed	Recall



Rater Grouping and Counting by Category in 360 Reviews

MTR-10028

Raters in the rater list are now grouped by predefined categories by default, with the number of raters displayed for each category.

This enhancement makes it easier to understand rater distribution at a glance and reduces the effort required to manage and review feedback participants.

The level of impact is High












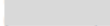



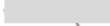


Type: New

Lifecycle: General Availability

Enablement: Automatically on

PARTICIPANT SELECTION

DIRECTIONS: To adjust the rater list, click on the Add Participants button to add or remove participants.

Employee	Email	Division	Department	Location	Manager	Category	Action
Raters (4) Ungroup by Category + Add Participants Delete All							
Peer (2)							
			Consulting	EMEA	Home Office - Romania		Peer 
			Consulting	EMEA	Copenhagen - Denmark		Peer 
Manager (1)							
			Consulting	EMEA	Copenhagen - Denmark		Manager
Self (1)							
			Consulting	EMEA	Copenhagen - Denmark		Self

Enhanced Filters in Calibration Sessions

CAL-9345

SAP SuccessFactors have made enhancements to the filter settings in calibration sessions.

- In a calibration session, your filter settings for subject selection are now saved automatically. When you leave and later return to the same calibration session, your previously applied filters are automatically restored, and the subject list remains filtered as before.
- When you apply filters to the subject list, the number of subjects that match your filter criteria is now displayed next to the filter icon. This allows you to quickly check how many subjects have been filtered out based on your selections.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



The screenshot displays the 'Executive Team 2024' calibration session in SAP SuccessFactors. The interface includes a top navigation bar with the 'effective people' logo and a 'Calibration' dropdown. Below the navigation, there are tabs for 'Sessions' and 'Executive Review'. A notification bar indicates 'Changes saved on 04/21/2026 at 12:16:03 PM'. The main area features a grid of filter settings for various attributes: First Name (Alison X 25 more), Manager (6 Items), Country (Brazil X 2 more), Division (Manufacturing (...)), Department (12 Items), Job Code (5 Items), Risk of Loss (Low X 3 more), Impact of Loss (Low X 3 more), New to Position (No X 2 more), Overall Performance (5 Items), Overall Potential (5 Items), Overall Competency (5 Items), Overall Objective (5 Items), and Discussed? (Yes X). An 'Apply Filter' button is visible. Below the filters, there are tabs for 'List View', 'Performance vs. Potential', and 'How vs. What'. A section titled 'Overall Gender Summary' shows 'Female(s): 1 (100%)' with a green progress bar. A table lists the filtered subjects with columns for Subject, Discussed?, Overall Performance, Overall Potential, Overall Competency, and Overall Objective. The table shows one subject, Alison Sarah Steve..., who is female, discussed, and has 'Good' performance and 'Exceeds Expectations' in other metrics. A key at the bottom explains gender and other status icons. At the bottom right, there are 'Save', 'Finalize', and 'Revert' buttons.

The level of impact is Medium

Expanded Subject Capacity per Session

CAL-8843

It improves user management efficiency for large organizations with extensive user bases.

The level of impact is High

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- You can now add up to 3000 subjects, including inactive users, to a single session, allowing reviewers to calibrate ratings for larger groups in one session. Previously, the limit was 2000 subjects. Besides, the maximum number of subjects that can be displayed without filtering in a single view has increased from 2000 to 3000.

ep effective people Admin Center Search for actions or people

Changes pending. You must save your changes in order to keep them.

Admin Center > Manage Calibration Templates > SFX OCOC calibration

Save Cancel

Basic Info Data Views **Advanced** Executive Review

Thresholds

The auto route form during finalization and force routing will be a background process when the session goes beyond this specified number of subjects: 50

The maximum number of viewable subjects without filtering: 3001 **Maximum threshold is 3000**

Maximum Rating Change Span (This span is only available for manual ratings configured in Performance Management.):

Restrict Calibration Role Access by Target Population

Mark Subjects as Discussed Directly in List View

CAL-9347

You can now directly mark subjects as discussed in the List view using a new dropdown menu.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Overall Gender Summary Male(s): 18 (64.3%)
Female(s): 10 (35.7%)

Subject	Discussed?	Overall Performance	Overall Potential	Overall Competency	Overall Objective
Alison Mahoney	No	Good	Catalyst	Meets Expectations	Exceeds Expectations
Alison Sarah Steve...	No	Good	Team Member	Exceeds Expectations	Exceeds Expectations
Carlota Eduarda	Yes	Excellent	Team Member	Meets Expectations	Meets Expectations
Christophe Lenlumev	No	Good	Catalyst	Meets Expectations	Exceeds Expectations

The level of impact is Medium

Automatic Bin Width Adjustment in Bin View

CAL-9437

When users hide bins in bin view, the remaining bins are now automatically resized to equal widths for a consistent layout.

The level of impact is Medium

Type: Changed
Lifecycle: General Availability
Implementation: Automatically

The screenshot shows the 'Team Calibration Ghill' interface with three performance bins. The 'Needs Development' bin contains one person (James Klein) with a rank of 1. The 'Meets Expectations' bin contains four people (Anson Gao, Faith Marshall, Ray Akoshile, and Jakki Andrina) with ranks of --, 1, 2, and 2 respectively. The 'Outstanding' bin contains two people (Ben Shervin and Stephanie Thorn) with ranks of 1 and 2. Red arrows at the bottom of the bins indicate that the widths of the remaining bins are automatically adjusted when one bin is hidden.

Bin	Count	Percentage	Person	Rank
Needs Development	1	12.5%	James Klein	1
Meets Expectations	4	50%	Anson Gao	--
			Faith Marshall	1
			Ray Akoshile	2
			Jakki Andrina	2
Outstanding	2	25%	Ben Shervin	1
			Stephanie Thorn	2

Enable Managers to View All Feedback for Direct Reports

SFSL-15458

As an administrator, you can now ensure that managers always have access to all feedback their direct reports received, preventing employees from hiding or deleting feedback.

The level of impact is Medium

effective people Admin Center

- Automatically Hide Prior Feedback Requested or Given by Former Manager from the New Manager
- Enable Cross-Channel Activity Sharing
- Enable Managers to View All Feedback for Direct Reports**

- Type: New
- Lifecycle: General Availability
- Enablement: Customer configured

Feedback / Feedback Details **Unselected**

Feedback Details

Lillian Torres VP Warehousing

Your presentation yesterday
Feedback received on January 21, 2025

Make visible to my manager:
No

Linked Activity:

Feedback / Feedback Details **Selected**

Feedback Details

Lillian Torres VP Warehousing

Your presentation yesterday
Feedback received on January 21, 2025

Linked Activity:

Direct reports cannot hide feedback from managers or delete them, even if the "Disable Deleting Feedback" setting is off.

Configurable Default Landing Tab for Activities Page

SFSL-15703

As an administrator, you can now set the default tab view for the Activities page, allowing users to land directly on this tab without manual switching.

The level of impact is Medium

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The screenshot shows the 'Admin Center' interface for 'effective people'. The page title is 'Continuous Performance Management Configuration'. Below the title, there is a 'Back to: Admin Center' link and a description: 'Use this page to configure Continuous Performance Management and Continuous Feedback.' The main content area is titled 'General Configuration' and contains the following sections:

- General Configuration**
Before you use Continuous Performance Management for the first time, you will need to make sure certain platform capabilities are correctly set up. Read the configuration guide for more details and once you are done, click on the 'Validate' button to ensure everything is running properly. A blue 'Validate' button is located on the right side of this section.
- Default View** ⓘ
 - Activities View
 - Achievements View
- Default Tab for Activities View** ⓘ
 - View by Status
 - View by Goal

Editing Discussion Topics and Meeting Notes in Meeting History

SFSL-15706

As an administrator, you can now grant users the permission to edit discussion topics and meeting notes that are saved in meeting history. Users can also track content changes by using the change history feature.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The screenshot displays the 'Meeting with Alex' interface for a meeting on June 9, 2026. It features a 'Discussion Topics' section with three items: 'Career-direction', 'Major-accomplishments-in-Q1', and 'Teamwork with peers or cross-functional partners'. Below this is the 'Meeting Notes - Jun 9, 2026' section, which includes a rich text editor with a toolbar and a 'Save' button. On the right side, there are two panels: 'Discussion Topics History' and 'Meeting Notes History'. The 'Discussion Topics History' panel shows a table with columns for 'Time', 'Modified By', 'Previous Topic Name', and 'Updated Topic Name'. The 'Meeting Notes History' panel shows a table with columns for 'Time', 'Modified By', and 'Previous Meeting Notes'. Arrows point from the edit and history icons in the main interface to these respective history panels. A 'Close' button is located at the bottom right of the interface.

- For users without the permission, selection for discussion topics will be greyed out.
- History button will still be available

The level of impact is Medium

Redesigned Continuous Performance Meeting Page

SFSL-15289

The meeting page (including the meeting history page) introduces a more organized layout and several other user experience enhancements.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays a meeting page for a meeting held on April 21, 2026. At the top, it shows the meeting title and a 'Meeting History' link. Below this, a summary row includes a profile icon, the text 'Last Meeting 350 days ago', and statistics for 'New Activities' (1), 'Achievements' (1), and 'Completed Activities' (1). The main content area is divided into two sections: 'Meeting Agenda' and 'Activities Since Last Meeting'. Under 'Discussion Topics', there are two items: 'Projects delivered last year' and 'New projects ro be delivered this year', each with a toggle switch and edit/delete icons. The 'Meeting Notes - Apr 21, 2026' section features a rich text editor with a toolbar containing options for bold, italic, underline, link, list, and text color, along with a 'Save' button. At the bottom right, there are buttons for 'Finish and Add to Meeting History' and 'Cancel'.

The level of impact is Medium

Topic Description Field Available for Continuous Feedback in Mobile Apps

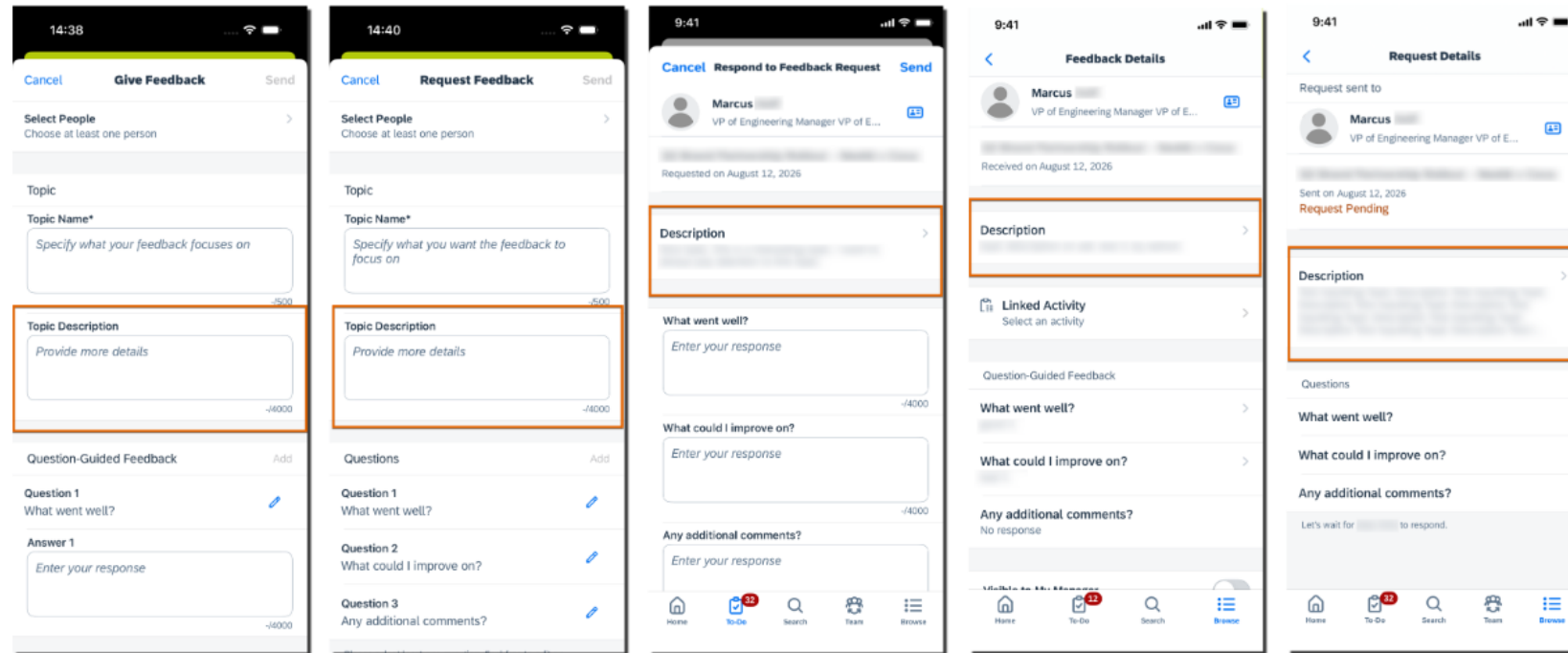
MOB-11206

Mobile users can now use the new optional field Topic Description to add and display more information about the topic they want to give or request feedback on.

Type: New

Lifecycle: General Availability

Enablement: Automatically on



The level of impact is Medium



Default Expanded or Collapsed State for Section Descriptions on Latest Performance Management Forms

PMU-26467

With the latest experience of Performance Management forms, you can now set section descriptions to be expanded or collapsed by default. The section description area has also been improved for better accessibility.

The level of impact is Medium
EP recommends this feature to give a more consistent UI

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

In the current version:

- By default, section descriptions are collapsed.
- You can change the default state to expanded by selecting **Expand Form Section Descriptions on First Opening**.
- Users' choices to expand or collapse descriptions are remembered in their browser.

<input type="checkbox"/> Auto-complete inactive users' Performance Management forms if the job is scheduled Warning: (For systems with Employee Central) When you enable the auto-complete setting, make sure your system is not configured to auto-remove inactive users' in-progress forms. Otherwise, these forms are either removed while still in-progress, or first auto-completed and then removed.	Select this option to automatically expand section descriptions when a user opens a form for the first time, instead of keeping them collapsed by default. If the user manually collapses or expands a section description, the status is saved in the browser's cache and will remain the same when the user reopens the form.
<input type="checkbox"/> Use slider style for ratings (only applicable to the latest form experience)	
<input type="checkbox"/> Hide Additional Overall Score Information (only applicable to the latest form experience) ?	
<input checked="" type="checkbox"/> Expand Form Section Descriptions on First Opening (only applicable to the latest form experience) ?	
<input type="button" value="Update Form Template"/>	



Hide Extra Overall Score Displays on Latest Performance Management Forms

PMU-24713

With the latest experience of Performance Management forms, you can now choose to show the overall score only as a clickable value in the form header, hiding it from the Overall Score popover and the end of the form.

This helps avoid repetitive information when your form has only one summary section.

The level of impact is Low

- Hide Linked Activities and Achievements in Development Goal Section
- Display Feedback Linked to Activities in Development Goal Section
- Enable New Confirmation Experience for Sending Forms
- Show Access to Employee's Growth Portfolio on Performance Management Forms (Prerequisites: migrated data to Talent Intelligence Hub and enabled the Growth Portfolio.)
- Enable Assisted Performance Insights for Manager Review
- Auto-complete inactive users' Performance Management forms if the job is scheduled
Warning: (For systems with Employee Central) When you enable the auto-complete setting, make your system is not configured to auto-remove inactive users' in-progress forms. Otherwise, these forms are either removed while still in-progress, or first auto-completed and then removed.
- Use slider style for ratings (only applicable to the latest form experience)
- Hide Additional Overall Score Information (only applicable to the latest form experience)
- Expand Form Section Descriptions on First Opening (only applicable to the latest form experience)

Enable this setting to show the overall score only as a clickable value in the form header, hiding it from the Overall Score popover and the end of the form. By default, when the Overall Score feature is available to a user, they can view the score in three places:

- As the clickable Overall Score value in the form header
- At the end of the Overall Score popover
- At the end of the form

This setting hides the score from the last two places. This is useful when the form has a single summary section with one type of overall rating, in which case additional overall score displays are unnecessary.

Type: Changed
Lifecycle: General Availability
Enablement: Customer configured

Update Form Template

1H 2026 Performance Review for Carla Grant

Overall Score: 4.0 - Exceeds Expectations

Section	Name	Rating
Summary Section	Overall Form Rating:	4.0 - Exceeds Expectations
	Calculated Rating:	4.0 - Exceeds Expectations

Overall Score: 4.0 - Exceeds Expectations

Overall Score: 4.0 - Exceeds Expectations

Disabled

1H 2026 Performance Review for Carla Grant

Overall Score: 4.0 - Exceeds Expectations

Section	Name	Rating
Summary Section	Overall Form Rating:	4.0 - Exceeds Expectations
	Calculated Rating:	4.0 - Exceeds Expectations

Overall Score: 4.0 - Exceeds Expectations

Enabled



Goal-Competency Matrix Filter Configuration Available for Latest Performance Management Forms

PMU-26906

With the latest experience of Performance Management forms, you can now hide the Include Other Employees dropdown field in the goal competency summary section and decide who are displayed on the goal-competency matrix.

The level of impact is Medium

- By default, the **Include Other Employees** dropdown is available in the goal competency summary section, allowing users to show their direct reports or all employees they've assessed on the matrix. Now, you can hide this dropdown from all users and restrict the data displayed on the matrix by configuring the objcomp-matrix-grid-filter element in the form template XML.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured



Manual Competency Ratings Supported Along with Behavior Ratings in Latest Performance Management Forms

PMU-26960

You can now allow users to manually rate competencies, in addition to rating behaviors, in the latest experience of Performance Management forms.

The level of impact is Medium

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Show Behaviors ?

(i) You must have Behaviors loaded into your Competency library for this option.

Display Mode:

Filter By Job Code ?

Rating on behavior ?

Use manual competency rating instead of behavior rating

When enabled, users can manually rate both competencies and the mapped behaviors. Competency ratings are not calculated from behavior ratings and must be entered manually. Behavior ratings are for reference only.

Competency	Manager Rating	Employee Rating
Communication	<input type="text" value="3.75"/> ★★★★★	<input type="text" value="Select a rating..."/> ★★★★★
Actively listens to understand others' perspectives	<input type="text" value="Exceeds Expectations"/> ★★★★★☆	<input type="text" value="Select a rating..."/> ★★★★★
Clearly expresses ideas and information	<input type="text" value="Exceeds Expectations"/> ★★★★★☆	<input type="text" value="Select a rating..."/> ★★★★★

When the new setting is disabled, competency rating fields are read-only and display calculated ratings.

Competency	Manager Rating	Employee Rating
Communication	<input type="text" value="Exceeds Expectations"/> ★★★★★☆	<input type="text" value="Select a rating..."/> ★★★★★
Actively listens to understand others' perspectives	<input type="text" value="Exceeds Expectations"/> ★★★★★☆	<input type="text" value="Select a rating..."/> ★★★★★
Clearly expresses ideas and information	<input type="text" value="Exceeds Expectations"/> ★★★★★☆	<input type="text" value="Select a rating..."/> ★★★★★

When the new setting is enabled, competency rating fields are editable and display manual ratings.



Writing Assistant and Legal Scan Available in Latest Performance Management Forms

PMU-25809

Writing Assistant and Legal Scan, two existing features in the legacy experience of Performance Management forms, are now available in the latest experience as well.

The level of impact is Medium

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

With proper configurations, users can now access Writing Assistant and Legal Scan on the latest form.

- **Writing Assistant:** Allows users to select predefined feedback for a competency or behavior, helping them provide targeted and meaningful comments. This tool is available under any text field in the competency section, including comment boxes and custom text areas.
- **Legal Scan:** Enables users to check comments and other text inputs for legal compliance. Users can scan an individual text field, or initiate a review of the entire form by choosing **Actions > Legal Scan the Form** in the form header. Form-wide scans can also run automatically during form routing. This tool applies to all text fields on the form, including comment boxes and custom text areas.

This enhancement ensures feature parity between the legacy and latest form experiences, so users can continue using familiar tools for writing assistance and legal compliance without workflow disruption.

Latest Experience of Team Overview in Performance Management

PMU-26000

The latest Team Overview provides a cleaner, more accessible user interface with a template-based view and enhanced navigation, while retaining functionalities of the legacy experience.

As in the legacy Team Overview, users can do the following in the latest Team Overview: View and filter the employees assessed

- View the status and ratings of each review step
- Complete pending actions, such as review, sign, or reject forms
- Ask for feedback from users outside the route map
- View feedback requests and responses
- Access Stack Ranker to rate employees' skills and competencies

Some features have been redesigned with different interaction patterns for better usability and accessibility.

- The capability to create or open a calibration session is not yet available in the latest Team Overview.
- Text customization in the **Text Replacement** tool does not apply to new labels on the latest Team Overview page. To customize the labels, you can use the **Manage Languages** tool.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

The level of impact is High

Employee	Self Assessment	Manager's Assessment	Calibration	1:1 Meeting	Info
<input checked="" type="radio"/> Ella 25 Employee	✓ Ella 25 Employee Reviewed	Pending Your Review	Not Started	Not Started	ⓘ
<input type="radio"/> Euron 25 Employee	In Progress	Not Started	Not Started	Not Started	ⓘ
<input type="radio"/> Eva 25 Employee	✓ Eva 25 Employee Reviewed	✓ Marie 25 Manager Reviewed	In Progress	Not Started	ⓘ



AI-Assisted Performance Insights Available in All Step Types

PMU-26110

Managers can now gain insights into employees' performance when they're involved in iterative or collaborative steps. Previously, they could only use this feature in single-role steps.

The level of impact is Medium
Requires AI license

Type: Changed

Lifecycle: General Availability

Enablement: Customer Engagement Executive or Account Manager

Configuration Requirements

- You've selected the **Performance Management Feature Settings > Enable the latest experience of Performance Management forms** option.
- You've purchased the **AI units** license. For more information about **AI units** license, please contact your Account Executive.
- You've consented to the AI Usage Acknowledgment Statement.
- You've selected the **AI Services Administration Assisted Performance Insights** option.
- You've selected the **Form Template Settings Enable Assisted Performance Insights for Manager Review** option for the intended form template.

To use this feature, managers must have the **User > AI Access Assisted Performance Insights** permission.



New Tokens for Continuous Feedback Email Notifications

SFSL-15806

New tokens are available for use in Continuous Feedback email notification templates, allowing for more detailed customized notifications.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The new tokens are not part of the default templates. To customize email content, use the **Email Notification Templates Settings** tool:

- You can add the `[[TOPIC_NAME]]` and `[[TOPIC_DESCRIPTION]]` tokens to the "Continuous Feedback Received Notification", "Continuous Feedback Responded Request Notification", and "Continuous Feedback Request Notification" templates, to show what the feedback or request focuses on.
- You can include the `[[FEEDBACK_REQUEST_DATE]]` token in the "Continuous Feedback Responded Request Notification" template, to show the date when feedback was requested.

This enhancement allows you to provide more context to users about their received feedback, feedback requests and feedback responses.

The level of impact is Medium



Enhanced Continuous Feedback Experience

SFSL-15535

The feedback dialogs on the Continuous Feedback, Continuous Performance, and Home Page pages now provide an improved user experience through several enhancements.

- The redesigned feedback dialogs consistently use a two-column layout and organized sections for better usability.
- All text areas in the dialogs show remaining characters.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Example:

The screenshot displays a 'Request Feedback' dialog with a two-column layout. The left column contains three text input fields: 'Recipients' (with a search icon), 'Topic' (with a placeholder 'Specify what you want the feedback to focus on'), and 'Topic Description' (with a placeholder 'Provide more details'). The right column contains three question input fields: 'Question 1' (with a placeholder 'What went well?'), 'Question 2' (with a placeholder 'What could I improve on?'), and 'Question 3' (with a placeholder 'Any additional comments?'). Each input field has a character count at the bottom right. At the bottom right of the dialog are 'Send' and 'Cancel' buttons.

The level of impact is High

Navigate to a Specified URL After Exiting a Performance Management Form

PMU-26752

Previously, when users opened a performance form through a deep link and then exited the form, they were always directed to the **Performance > My Forms** page in SAP SuccessFactors.

Now, users can be directed to a specified URL, such as an external portal where the form is initially accessed.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

When you create a deep link to take users to a specific performance form, you can use the returnUrl parameter to specify a URL. Users will be directed to this URL after they close the form using the **Save and Close** button, or after completing a routing action such as selecting **Finalize Form**.

In the following example, users will be taken to <https://example.com> when they close or submit the form 123456:

```
/sf/pmreview?fid=12345&returnUrl=https://example.com
```

The level of impact is Medium



Enhancements to Use Cases - January 2026

SFDIS-9439

SAP SuccessFactors has made enhancements to the following use cases.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Use Case	Enhancement	Important Notes	Sample Prompts	Enhancement Supported on Mobile App?
Performance Preparation Agent	A new feature "Summarize Detailed 360 Report" is now available. The agent summarizes the Detailed 360 Report of direct reports, offers details about specific aspects, and provides insights tailored to address managers' queries.	Managers must have access to the Detailed 360 Report of their direct reports. For details, refer to the Detailed 360 Report Permission Control section in 360 Form Template Settings .	<p><i>Can you summarize the 360 report for my direct report Aanya?</i></p> <p><i>What common themes do you see in the 360 forms of Mike Smith?</i></p> <p><i>What insights can you provide about the communication skills of Alex Hall from his 360 feedback?</i></p>	Yes
Create activity	You can now add, update, and delete up to five attachments when creating an activity. Previously, attachments weren't supported in this use case.	<ul style="list-style-type: none"> The supported file types are bmp, csv, doc, docx, gif, htm, html, jpeg, jpg, pdf, png, ppt, pptx, rtf, txt, xls, and.xlsx. The maximum file size is 5 MB or 10 MB, depending on your configurations. For configuration details, refer to Configuring Document Attachment Settings. Uploaded attachments cannot be reviewed in the preview card. This differs from other use cases where a single attachment can be reviewed by selecting its name. 	<p><i>Want to add an activity.</i></p> <p><i>Please help me set up activities for my performance goal.</i></p> <p><i>I need to create activity for Aanya Singh.</i></p>	Yes

The level of impact is Medium



More Goal Creation Options Available on Forms in iOS and Android Mobile Apps

MOB-88315

In mobile Performance Management and 360 Reviews, users can now add new goals to forms by creating goals from goal libraries or leveraging generative AI capabilities.

The level of impact is High

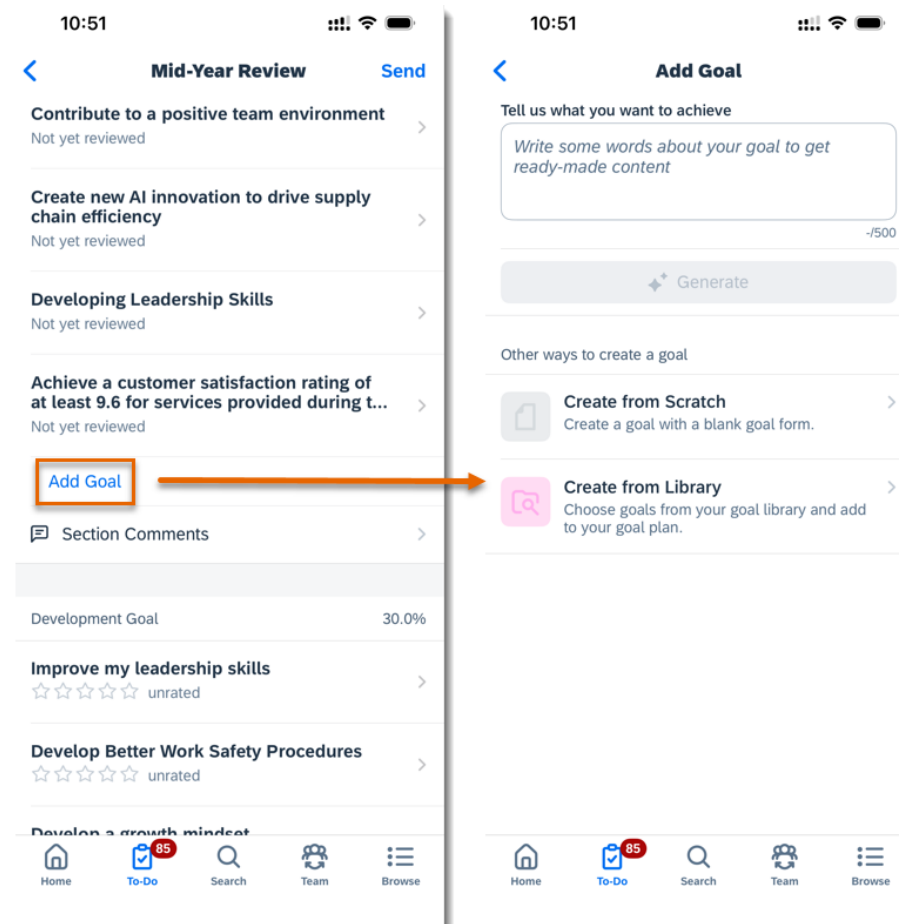
In addition to creating goals from scratch, users have two more options:

- Create performance goals from a goal library
- Create performance or development goals using generative AI, if AI-assisted goal creation is enabled

Type: New

Lifecycle: General Availability

Enablement: Customer configured



User Experience Enhancements to Continuous Feedback in Mobile Apps

MOB-108033

SAP SuccessFactors has made visual and navigational changes to Continuous Feedback screens in SAP SuccessFactors Mobile apps.

The level of impact is Medium

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Here is just one example:

- Requested Feedback
- The screen is now named **Respond to Feedback Request**.
- Users can now select the name card icon to access the feedback receiver's Profile Preview.
- The section **Give Feedback** is now named **Provide Your Feedback**.
- The placeholder text now displays **Enter your response**.
- The help text at the bottom of the screen has been changed from **Answer at least one question.** to **Please respond to at least one question.**

Before

Now

Goal Alignment Section Enhanced and Available on the Latest Performance Management Form

PMU-26524

On the goal details page, the **Goal Alignment** section now displays the parent goal name, including a link to its details.

Additionally, goal alignment information is now available in the latest experience of Performance Management forms, with the same layout and functionality as seen on the goal details page.

- Please note that only forms in the Modify stage display goal alignment data. This data is currently not available in other scenarios, such as Signature-stage forms, completed forms, En Route forms, form snapshots in audit trail, and print versions.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the 'Performance Review for Carla Grant' form. The main content area is divided into three sections: Performance Goals, Development Goals, and Objective Competency Summary. The 'Performance Goals' section contains a table with columns for Goal, Rating, Employee Rating, Gap, Weight, and Comment. The goal 'Increase Monthly Sales by 15%' is highlighted in blue. The 'Development Goals' section contains a table with columns for Goal, Rating, Employee Rating, Gap, Weight, and Comment. The goal 'Skill Development in Digital Analytics' is highlighted in blue. The 'Objective Competency Summary' section contains a table with columns for Name, Rating, and Weight. The goal 'Calculated Rating for Job-Specific Competencies' is highlighted in blue. The right sidebar shows the 'Increase Monthly Sales by 15%' goal details, including the goal name, status, completion percentage (100%), and a 'Goal Alignment' section. The 'Goal Alignment' section is highlighted in orange and shows 'Aligned Up' and 'Aligned Down' sections. The 'Goal Comments' section is also visible, showing a 'Leave a Comment' form and a 'No comments yet' message.

Goal	Rating	Employee Rating	Gap	Weight	Comment
Improve Customer Satisfaction Scores	Unrated	Unrated	-	50%	
Increase Monthly Sales by 15%	Unrated	Unrated	-	50%	

Goal	Rating	Employee Rating	Gap	Weight	Comment
Skill Development in Digital Analytics	Unrated	Unrated	-	50%	
Enhance Presentation Skills	Unrated	Unrated	-	50%	

Name	Rating	Weight
Calculated Rating for Job-Specific Competencies	Select a rating...	20%

The level of impact is Medium



Enhancements to AI-Assisted Goal Creation

TGM-28255

AI-assisted goal creation has been enhanced to produce more detailed and meaningful goal content.

The level of impact is Medium

Type: Changed

Lifecycle: General Availability

Enablement: Contact Engagement Executive or Account Manager

Hi, Lars Ole Dencker!

Tell us what you want to achieve:

Write some words about the goal to get ready-made content

Generate

500 characters left

- The character limit for user input has increased from 200 to 500, allowing AI-generated goals to better reflect complex objectives without being constrained by length. Milestone generation has also been improved so that each goal includes a structured set of sequential milestones aligned with the goal's outcome.
- This update improves the clarity and usefulness of AI-generated goals, helping users create actionable goals more efficiently and with less manual refinement.

New Use Case and Enhancements Available in Joule - December 2025

SFDIS-7824

A new use case and several enhancements to existing use cases are now available in Joule.

Notable for Continuous Performance:

Type: New

Lifecycle: General Availability

Enablement: Customer configured

Use Case	Enhancement	Important Notes	Sample Prompts	Enhancement Supported on Mobile App?
Request feedback	You can now request feedback from up to five people at a time. Previously, you could request feedback from one person. Managers can also request feedback on behalf of a direct report from up to five people.		<i>I need to gather feedback from Mike Smith and Alex Hall about my recent project deliverable.</i> <i>I want to request feedback for Alex Hall from his peers in the sales department.</i> <i>Can you send a feedback request to both my mentor, Mike Smith, and my team lead, Aanya Singh?</i>	Yes

The level of impact is Medium

Latest Experience of Performance Management Forms Automatically On by Default

PMU-26398

The new Performance Management form experience is now automatically enabled in all systems, except those that use the legacy Goal Management or Job Description Manager.

If needed, administrators can switch back to the legacy experience.

The level of impact is High

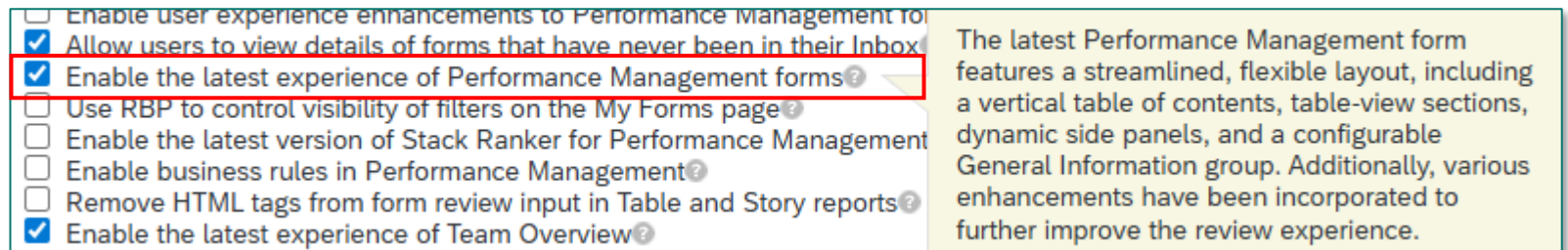
Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- If you're not ready to adopt the latest experience yet, you can disable it at **Admin Center Performance Management Feature Settings**.
- To use the latest experience, make sure:
 - Users' browsers are updated to one of the latest two stable releases.
 - The latest Goal Management is enabled.
- If you're using Job Description Manager (instead of Job Profile Builder or Talent Intelligence Hub) and you manually enable the latest experience, note that users won't be able to use the picker to add competencies to the form.

In the current version, the **Enable the latest experience of Performance Management forms** setting is selected by default in all systems that have upgraded to the latest Goal Management and have migrated to Job Profile Builder or Talent Intelligence Hub. You can deselect this setting as needed.



The screenshot shows a list of feature settings for Performance Management. The setting 'Enable the latest experience of Performance Management forms' is checked and highlighted with a red box. To the right of the list, a text box explains that the latest form experience features a streamlined, flexible layout with a vertical table of contents, table-view sections, dynamic side panels, and a configurable General Information group. It also notes that various enhancements have been incorporated to further improve the review experience.

<input type="checkbox"/> Enable user experience enhancements to Performance Management to	
<input checked="" type="checkbox"/> Allow users to view details of forms that have never been in their Inbox	
<input checked="" type="checkbox"/> Enable the latest experience of Performance Management forms	The latest Performance Management form features a streamlined, flexible layout, including a vertical table of contents, table-view sections, dynamic side panels, and a configurable General Information group. Additionally, various enhancements have been incorporated to further improve the review experience.
<input type="checkbox"/> Use RBP to control visibility of filters on the My Forms page	
<input type="checkbox"/> Enable the latest version of Stack Ranker for Performance Management	
<input type="checkbox"/> Enable business rules in Performance Management	
<input type="checkbox"/> Remove HTML tags from form review input in Table and Story reports	
<input checked="" type="checkbox"/> Enable the latest experience of Team Overview	



Deleted and deprecated features



Deleted and deprecated Features

Type: Changed

Lifecycle: Deprecated/Deleted

Enablement: Automatically on

- The **Spell Check** feature is **Deleted on May 15, 2026**.
- The “**Review Team Calibration Summary**” and “**Review Team Summary For New Manager**” to-do tasks will reach End of Development on May 15, 2026, and will be **Deleted on May 14, 2027**.
- The **Outlook add-in** for users to provide continuous feedback reached end of development and maintenance on May 16, 2025, and will be **deleted on November 13, 2026**.
- The **legacy version of Goal Management** will reach End of Maintenance on May 17, 2024, and will be **Deleted on December 31, 2026**.
- The **legacy experience of Performance Management forms** will reach End of Maintenance on November 13, 2026 and will be deleted on **May 21, 2027**.
- The **Feedback Requests** notification will be removed from the To-Do Panel as of May 15, 2026

The level of impact is Low



Deprecated Features

TLS-34912

The 2H 2026 batch of provisioning settings will be deleted from provisioning on November 13, 2026.

Lifecycle: Deprecated/Deleted

Setting	Product Area	Moved to Admin Center Section
<input type="text" value="Search column"/>	Filter: Performance Management	<input type="text" value="Search column"/>
Disable the internal scrollbar next to forms.(Only available for PM v11)	Performance Management	Performance Management Feature Settings
Enable Capability Picker (Prerequisites: Job Profile Builder is enabled and data migration to Job Profile Builder is successful)	Performance Management	Performance Management Feature Settings
Enable Continuous Performance Management	Performance Management	Performance Management Feature Settings
Enable Performance Management Access Permission	Performance Management	Performance Management Feature Settings
Enable PM Form Search Competencies	Performance Management	Performance Management Feature Settings
Enable Team Overview Access Permission	Performance Management	Performance Management Feature Settings
Enable the Goal Management-Performance Management Sync up	Performance Management	Performance Management Feature Settings
Enable the latest experience of Performance Management forms	Performance Management	Performance Management Feature Settings
Enable the latest experience of Team Overview	Performance Management	Performance Management Feature Settings
Enable user experience enhancements to Performance Management forms	Performance Management	Performance Management Feature Settings
Hide Delete Icon inside Form	Performance Management	Performance Management Feature Settings
Rich text editor for PM and 360	Performance Management	Performance Management Feature Settings
Stack Ranker for Performance Management	Performance Management	Performance Management Feature Settings
The rich text editor cleans up text pasted from Microsoft Word (currently, this only affects pages that use common Performance Management code)	Performance Management	Performance Management Feature Settings



Deep Dive Topic



Enhanced Mass Routing Functionality in Performance and 360 Form Inbox

PMU-24842

From the Inbox folder on the **Performance > My Forms** page, users can now use the **Send to Next Step** and **Send to Previous Step** buttons to route up to 5,000 forms at once, a significant increase from the previous limit of 20. Routing results are shown in a dialog or sent by email, depending on the situation.

Type: Changed

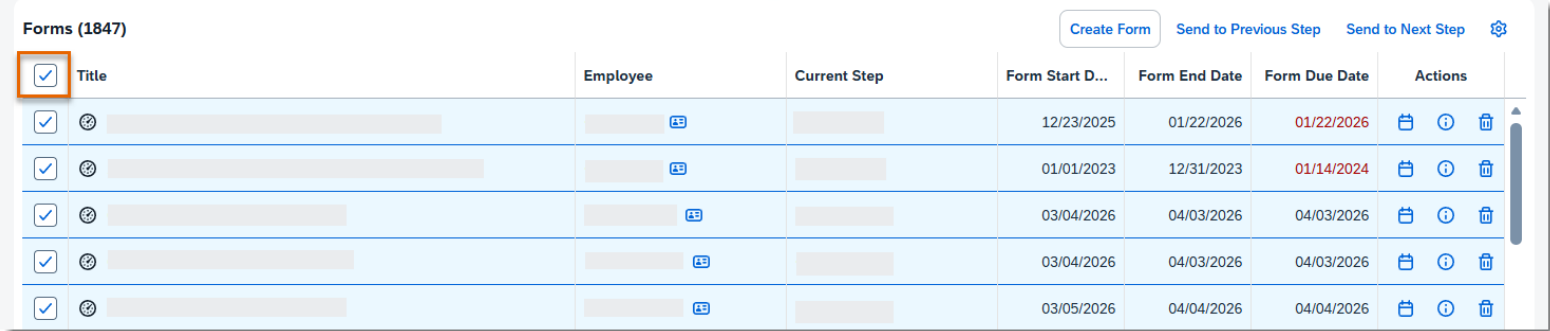
Lifecycle: General Availability

Enablement: Automatically on

Select all forms at once:

Now, this checkbox selects all forms in the list, regardless of whether they are currently visible. This helps users who want to route all forms in their Inbox.

In the following screenshot, the user selects all 1,847 forms by choosing the checkbox.



The screenshot shows a table titled "Forms (1847)" with a "Select All" checkbox highlighted by a red box. The table has columns for Title, Employee, Current Step, Form Start Date, Form End Date, Form Due Date, and Actions. The first row is highlighted in blue, and the "Select All" checkbox is checked.

<input checked="" type="checkbox"/>	Title	Employee	Current Step	Form Start D...	Form End Date	Form Due Date	Actions
<input checked="" type="checkbox"/>	[Redacted]	[Redacted]	[Redacted]	12/23/2025	01/22/2026	01/22/2026	[Icons]
<input checked="" type="checkbox"/>	[Redacted]	[Redacted]	[Redacted]	01/01/2023	12/31/2023	01/14/2024	[Icons]
<input checked="" type="checkbox"/>	[Redacted]	[Redacted]	[Redacted]	03/04/2026	04/03/2026	04/03/2026	[Icons]
<input checked="" type="checkbox"/>	[Redacted]	[Redacted]	[Redacted]	03/04/2026	04/03/2026	04/03/2026	[Icons]
<input checked="" type="checkbox"/>	[Redacted]	[Redacted]	[Redacted]	03/05/2026	04/04/2026	04/04/2026	[Icons]

Close

The level of impact is High



Enhanced Mass Routing Functionality in Performance and 360 Form Inbox

Receive routing results in dialog or email:

Previously, routing results (for up to 20 forms) were always shown immediately in a dialog named **Form Routing Information**.

Now, routing results are provided in two ways:

If no more than 20 forms are selected **and** the user has no other routing operations in progress, the results are displayed directly in the **Form Routing Information** dialog as before.

Confirmation

Send the selected forms to the next step?

Enter your comments (Optional)

Note: Your comments may be included in the email notifications to the form recipients depending on each form template's configurations.

Send to Next Step Cancel

Form Routing Information

All ✖ 1 ✔ 1

✔ 3 form were routed to their next step.

✖ 1 form was not routed because of failure to pass form validation. 1 >

Close

< **Form Routing Information**

✖ 1 form was not routed because of failure to pass form validation.

2026 1H Performance Review for Carla Grant

Error: Competencies section. You have 2 incomplete items. Acquiring Information - Enter your comment for Item Comments. Driving Continuous Improvement - Enter your comment for Item Comments.

Close

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Enhanced Mass Routing Functionality in Performance and 360 Form Inbox

If more than 20 forms are selected or the user has other routing operations in progress, a job is automatically created to handle the request.

When the job is finished, the results are sent to the user by email.

You can check these jobs in **Admin Center > Scheduled Job Manager** by searching for the job type **Mass Route Performance and 360 Forms Using Form Inbox**.

Confirmation

1 Routing more than 20 forms takes some time. Once completed, you'll receive an email notification.

Send the selected forms to the next step?

Enter your comments (Optional)

Note: Your comments may be included in the email notifications to the form recipients depending on each form template's configurations.

Send to Next Step Cancel

Confirmation

1 As you already have forms in the routing process, the new routing request will be handled afterward. Once completed, you'll receive an email notification.

Send the selected forms to the next step?

Enter your comments (Optional)

Note: Your comments may be included in the email notifications to the form recipients depending on each form template's configurations.


Send to Next Step Cancel

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Result of Mass Routing Forms - 3/6/26 11:48 PM

 noreply <noreply1@successfactors.com>
To [redacted]

You selected 26 forms in the form Inbox.


24 forms were successfully routed to the next step.

- 3 forms were routed from Final Discussion to Completed.
- 20 forms were routed from Manager Signature to Completed.
- 1 form was routed from Manager Review to Employee Signature.

2 forms weren't routed because of failure to pass form validation.

- 1 form wasn't routed from Final Discussion to Completed.
Role Readiness Assessment for Jennifer Lo (84806)
Error: Conclusion section. Enter 100 to 500 characters for Manager Evaluation.
- 1 form wasn't routed from Manager Review to Employee Signature.
2026 1H Performance Review for Carla Grant (84837)
Error: Competencies section. You have 2 incomplete items.
Acquiring Information - Enter your comment for Item Comments.
Driving Continuous Improvement - Enter your comment for Item Comments.

Result of Mass Routing Forms - 3/6/26 11:50 PM

 noreply <noreply1@successfactors.com>
To [redacted]

You selected 4 forms in the form Inbox.

4 forms were successfully routed to the next step.

- 3 forms were routed from Manager Signature to Completed.
- 1 form was routed from Manager Review to Employee Signature.

Close



The level of impact is High

Enhanced Mass Routing Functionality in Performance and 360 Form Inbox

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

View improved routing results content:

- The routing results sent by email include the originating step name and the target step name for better clarity. Existing details, such as routing status, failure reasons, and titles of failed forms, are also available.
- Additionally, in both emails and the dialog, the form validation error messages have been updated to match those displayed on individual forms in the latest experience.

These enhancements improve efficiency and streamline workflows, especially for users with high volumes of forms.

The level of impact is High



Product Road Map



Product Road Map

Click on the following [link](#) to access the Product Roadmap for Skills and Competencies Management.

Click on the following [link](#) to access the Product Roadmap for more SuccessFactors modules.

The screenshot displays a product roadmap interface with two main panels for Q2 2026. The left panel is titled 'Employee Goal Management' and contains three items, each marked as 'FUTURE RELEASE':

- Goal Creation Agent
- Performance and Goals Agent (goal monitoring)
- Supporting data retention time management (DRTM) data purge by...

The right panel is titled 'Employee Performance Management' and contains five items, each marked as 'FUTURE RELEASE':

- Bulk form routing
- Business rules integration in performance management
- Default feedback visibility for managers
- New team overview experience
- Writing assistant, coaching advisor, and legal scan in the new...

At the top right, a navigation bar shows the current quarter 'Q2 2026' with a notification icon (8) and a 'Collapse All' button. Other quarters visible are 'Q3 2026', 'Q4 2026', and 'Q1 2027'.



Thank you

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