

## **ACPL ITEM** DISCARDED NG YOUR A PERFORMANCE REVIEW

COOT... FERAL ...

SQUIRRELLY.



BERT" BOOK

057W,











### WORDS YOU DON'T WANT TO HEAR DURING YOUR ANNUAL PERFORMANCE REVIEW

### Other DILBERT books from Andrews McMeel Publishing

When Body Language Goes Bad

ISBN: 0-7407-3298-6

What Do You Call a Sociopath in a Cubicle?
Answer: A Coworker

ISBN: 0-7407-2663-3

**Another Day in Cubicle Paradise** 

ISBN: 0-7407-2194-1

When Did Ignorance Become a Point of View?

ISBN: 0-7407-1839-8

Excuse Me While I Wag

ISBN: 0-7407-1390-6

Dilbert—A Treasury of Sunday Strips: Version 00

ISBN: 0-7407-0531-8

**Random Acts of Management** 

ISBN: 0-7407-0453-2

**Dilbert Gives You the Business** 

ISBN: 0-7407-0338-2 hardcover ISBN: 0-7407-0003-0 paperback

Don't Step in the Leadership

ISBN: 0-8362-7844-5

**Journey to Cubeville** 

ISBN: 0-8362-7175-0 hardcover ISBN: 0-8362-6745-1 paperback

I'm Not Anti-Business, I'm Anti-Idiot

ISBN: 0-8362-5182-2

Seven Years of Highly Defective People

ISBN: 0-8362-5129-6 hardcover ISBN: 0-8362-3668-8 paperback

Casual Day Has Gone Too Far

ISBN: 0-8362-2899-5

**Fugitive from the Cubicle Police** 

ISBN: 0-8362-2119-2

Still Pumped from Using the Mouse

ISBN: 0-8362-1026-3

It's Obvious You Won't Survive by Your Wits Alone

ISBN: 0-8362-0415-8

Bring Me the Head of Willy the Mailboy!

ISBN: 0-8362-1779-9

**Shave the Whales** 

ISBN: 0-8362-1740-3

**Dogbert's Clues for the Clueless** 

ISBN: 0-8362-1737-3

**Build a Better Life by Stealing Office Supplies** 

ISBN: 0-8362-1757-8

**Always Postpone Meetings with Time-Wasting Morons** 

ISBN: 0-8362-1758-6

For ordering information, call 1-800-223-2336.

# WORDS YOU DON'T WANT TO HEAR DURING YOUR ANNUAL PERFORMANCE REVIEW

A DILBERT" BOOK
BY SCOTT ADAMS

Andrews McMeel Publishing

Kansas City

DILBERT® is a registered trademark of United Feature Syndicate, Inc.

DOGBERT and DILBERT appear in the comic strip DILBERT®, distributed by United Feature Syndicate, Inc.

Words You Don't Want to Hear During Your Annual Performance Review copyright © 2003 by United Feature Syndicate, Inc. All rights reserved. Printed in the United States of America. No part of this book may be used or reproduced in any manner whatsoever without written permission except in the case of reprints in the context of reviews. For information, write Andrews McMeel Publishing, an Andrews McMeel Universal company, 4520 Main Street, Kansas City, Missouri 64111.

03 04 05 06 07 BBG 10 9 8 7 6 5 4 3 2 1

ISBN: 0-7407-3805-4

Library of Congress Control Number: 2003106552

www.dilbert.com

### ATTENTION: SCHOOLS AND BUSINESSES

Andrews McMeel books are available at quantity discounts with bulk purchase for educational, business, or sales promotional use. For information, please write to: Special Sales Department, Andrews McMeel Publishing, 4520 Main Street, Kansas City, Missouri 64111.

For the Queen of Imaginary Quilts

Digitized by the Internet Archive in 2021 with funding from Kahle/Austin Foundation

#### Introduction

If you are an "employee," sooner or later you will be subjected to a horrible humiliation that forensic scientists refer to as your "performance review." You will need a strategy for coping, and I can help.

I recommend working for a timid boss who likes to avoid confrontation. You can test whether your boss fits that description by bringing a huge bag of fertilizer to work and shoving his head into it, then sewing it to his shirt collar and laughing as he goes running around like a man with a bag-o-fertilizer head.

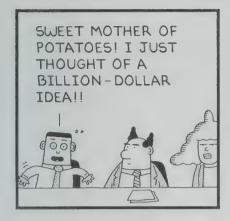
After that, if he says something about how humor helps morale and how you're like a member of the family, then you have a timid boss, and your performance review will be just fine. He'll give you "exceptional" ratings on every category just to lessen the chance you will cry, complain, glare, or sew his head into another bag.

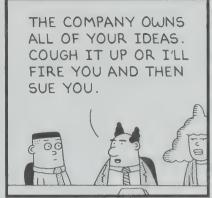
The next best kind of boss is a lazy boss. If he asks you to write your own performance review, you're home free. Try to weave into your evaluation words like *Einsteinian, overlord, magnificent,* and *deeeee-licious*. Even if he crosses out a few of your descriptors, whatever slips through the cracks will still serve you well.

If your boss is neither timid nor lazy, you'll have to do things the hard way. Sacrifice your health and your personal life by working extra hard to earn that highest performance review rating. Bankers will tell you that the 1 percent higher raise you earn for being a star performer will add up over time, thanks to the miracle of compounding. But later, when they're alone, the bankers will laugh heartily at your working 50 percent harder for a 1 percent higher raise. And they'll mock you for not understanding that compounding doesn't apply to people who spend all their extra money on beer to forget their jobs. Bankers are funny.

Or you could ignore your performance review altogether, and wait until Dogbert conquers the planet and makes all non-Dilbert-readers our personal domestic servants. To become a member of Dogbert's New Ruling Class (DNRC), and get the free Dilbert Newsletter that is published approximately whenever I feel like it, go to www.dilbert.com and follow the subscription instructions. If that doesn't work for some reason, send an e-mail to newsletter@unitedmedia.com.

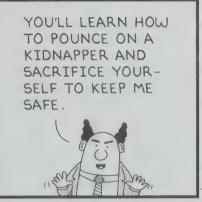
S.Adams



















I'VE NEVER SEEN ANY-ONE GET THIS EXCITED OVER A PIECE OF JUNK MAIL.













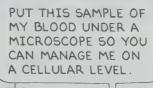






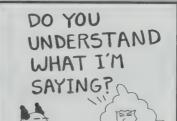






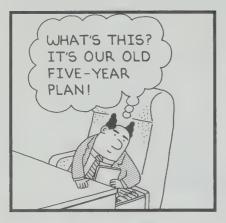


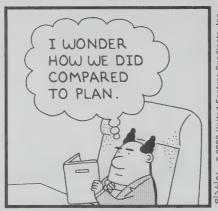
















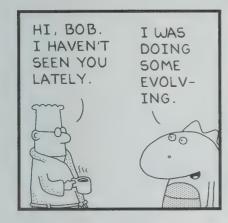






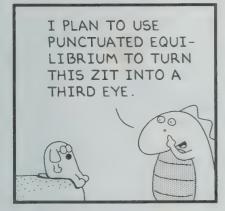






















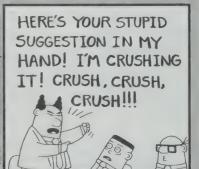










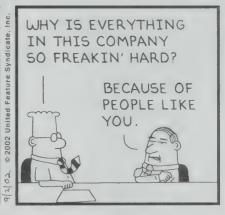






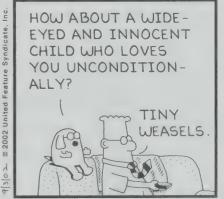








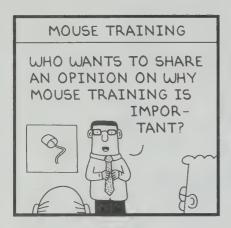




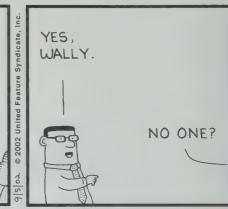


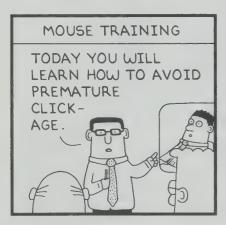


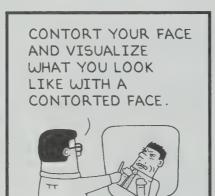






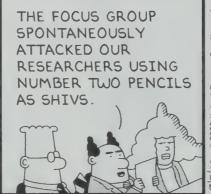


































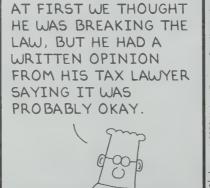


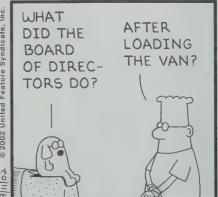










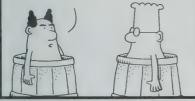


TO REMIND US ALL
OF OUR NEED TO
REDUCE EXPENSES,
THE NEW DRESS
CODE IS BARRELS.

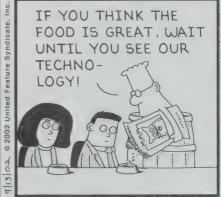




SET UP A MEETING WITH THE CUSTOMER SO WE CAN DEMON-STRATE OUR TECH-NOLOGY.



IT'S HUMILIATING
BECAUSE WE'RE SO
POOR NOW. WHAT
WILL I FEED THEM?



I'M SENDING YOU
TO ELBONIA FOR A
MEETING, BUT WE'RE
ON A TIGHT
BUDGET.











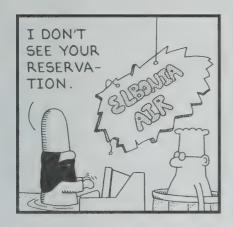




























OUR DRESS CODE
POLICY WILL GO
BACK TO BUSINESS
ATTIRE.

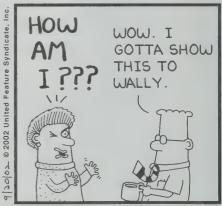
AND I WILL KEEP
CHANGING THE DRESS
CODE UNTIL I FIND
THE CLOTHING STYLE
THAT MAKES OUR
PROFITS GO UP!

LATER, AT THE SAR-TORIAL ALCHEMY LAB

WATCH OUT. THIS MIGHT SPARK.

DILBERT, MEET A
WOMAN WHO ACTS
PEEVED AT ANY
SORT OF QUESTION.

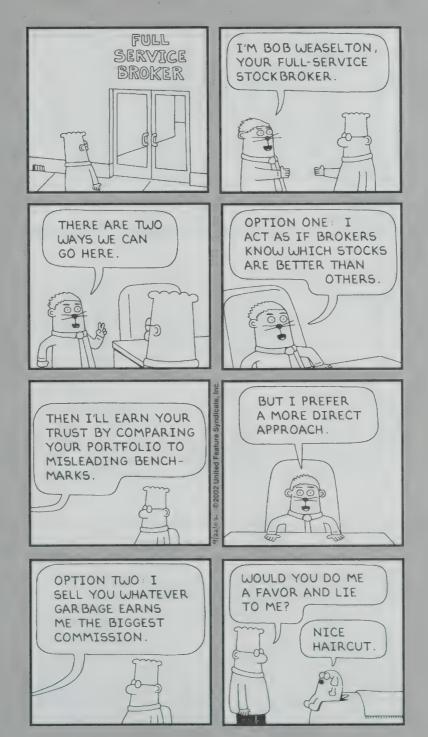


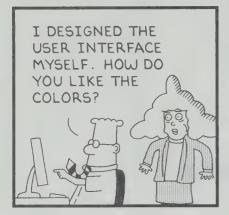




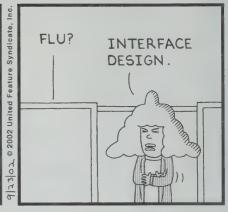


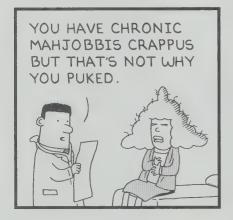


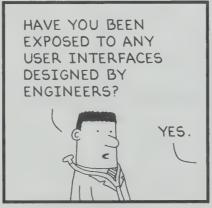






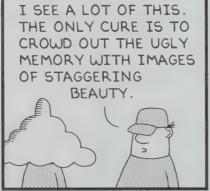




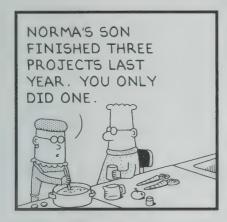


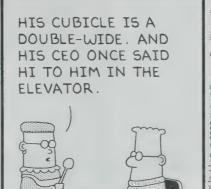




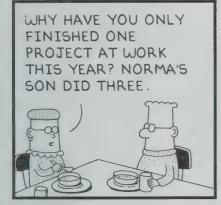


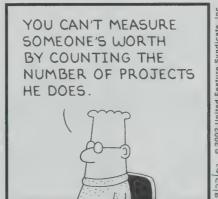








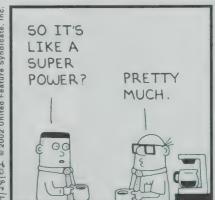




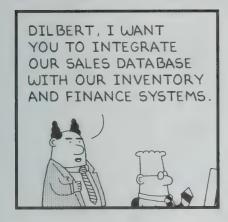






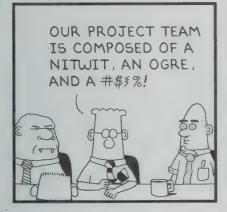


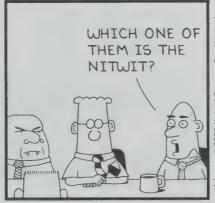








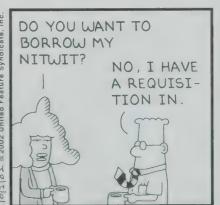










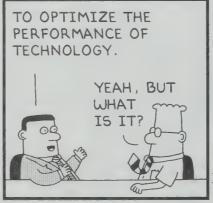


































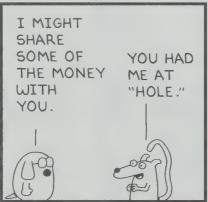






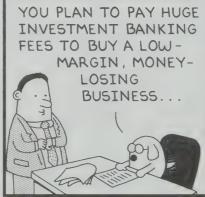




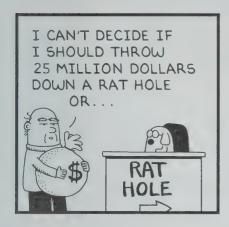


















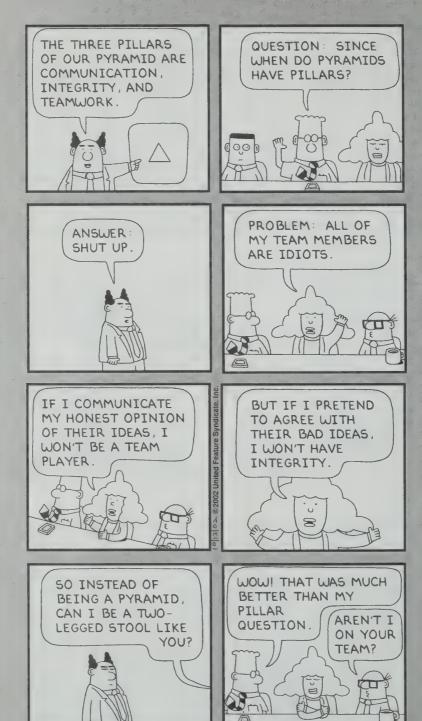




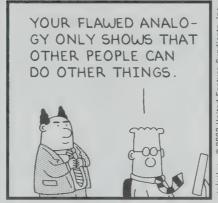


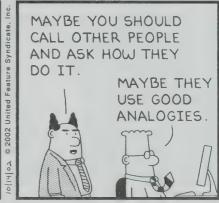






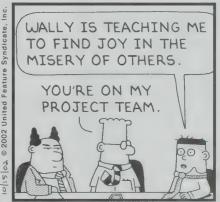
















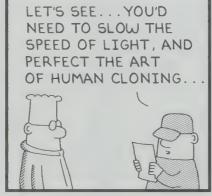






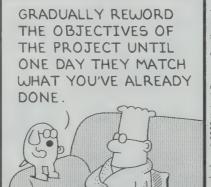












I SUCCESSFULLY ANA-LYZED THE FEASIBIL-ITY OF DISCONTINU-ING THE PROJECT.

SUCCESS!



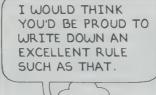




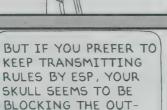




UNWRITTEN YOU SAY?
HMM...ISN'T THAT
INTERESTING? I
WONDER WHY IT'S
UNWRITTEN.



0,0





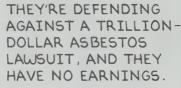


GOING SIGNALS.

## DOGBERT THE INVEST-MENT BANKER

HERE'S A DEAL SHEET FOR A COMPANY YOU SHOULD BUY.







BUT THAT'S OKAY,
BECAUSE STOCK
ANALYSTS DON'T
DIG THAT FAR
INTO THE
MINUTIAE.

DOGBERT THE INVEST-MENT BANKER

WE HAVE ALL OF THE ELEMENTS TO MAKE THE MERGER A SUCCESS.



...CORRUPT AUDITORS, CORRUPT CFO, CORRUPT STOCK ANALYSTS, GREEDY BANKERS AND CLUELESS BOARD MEMBERS.



AND YOU? WHAT ARE YOU IMPLYING?

DOGBERT THE INVEST-MENT BANKER

> I HIRED A WEASEL TO TEACH YOU HOW TO ANSWER MEDIA



NO MATTER WHAT
THE REPORTERS ASK,
ALWAYS GIVE THE SAME
ANSWER: "IT WILL BE
GOOD FOR STOCKHOLDERS."



IS IT TRUE THAT YOU RAN OVER A STOCK-HOLDER IN THE PARK-ING LOT?













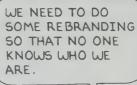
















YOU CAN'T FIX YOUR IMAGE ALL AT ONCE. I RECOMMEND START-ING WITH SMALL IMPROVEMENTS.





THE NEW SLOGAN
WILL BE "WE STEAL
IN WAYS YOU'VE
NEVER EVEN HEARD
OF."



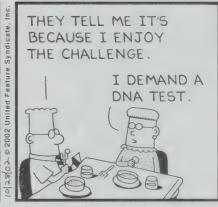
FOR YOUR SPOKES-PERSON, I RECOM-MEND HIRING A PIRATE WITH A DISEASED PARROT.









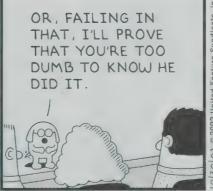


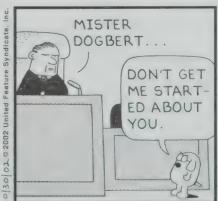


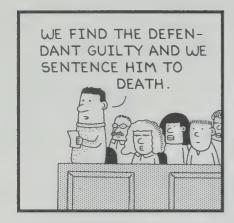




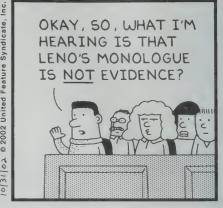


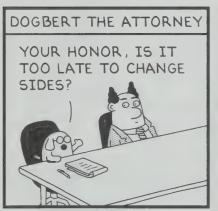






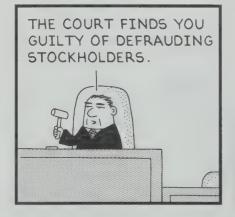
























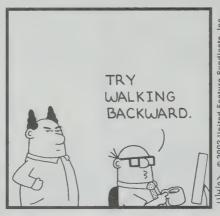






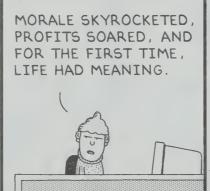




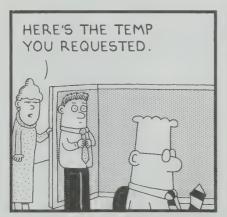










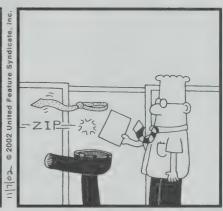




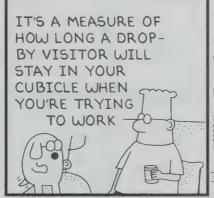






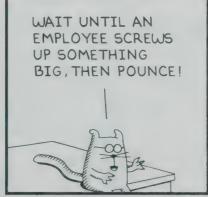


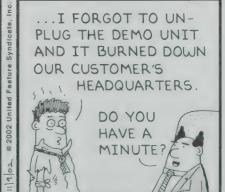




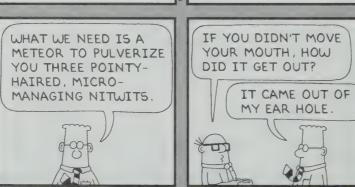












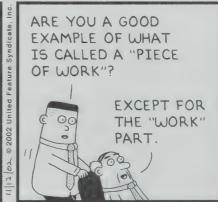
















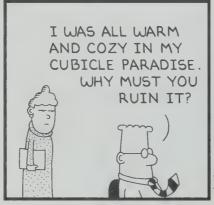


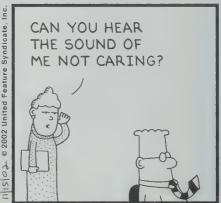




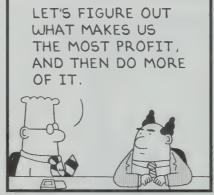










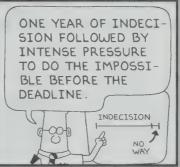
















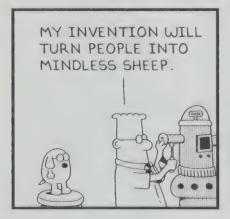


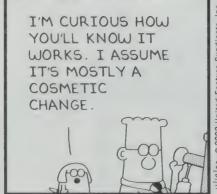


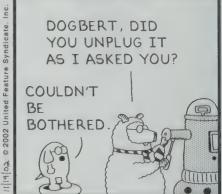










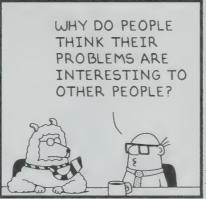


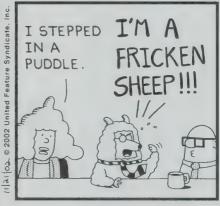




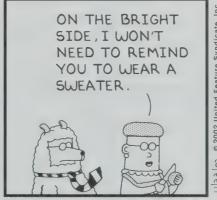


















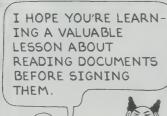








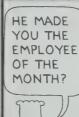
APPARENTLY YOUR
OBJECTIVES ARE
"PLAY COMPUTER
SOLITAIRE AND
DRINK COFFEE."



OKAY, WE'LL USE
WHAT WE HAVE.
HOW MANY GAMES
OF SOLITAIRE DID
YOU WIN?













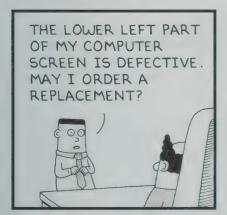


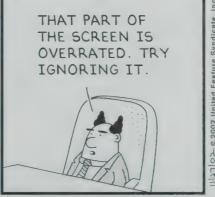




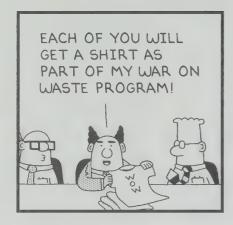




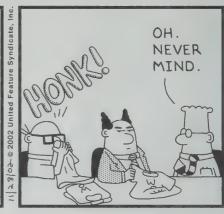


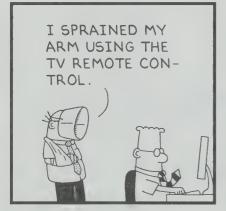


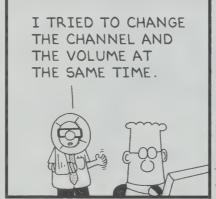








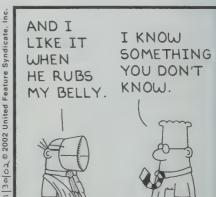








































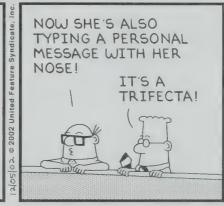


















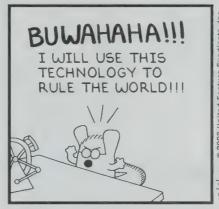










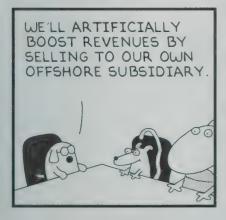












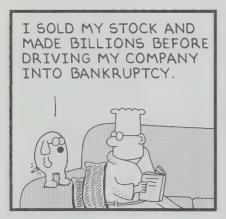


















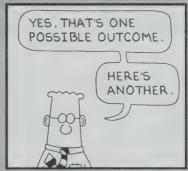














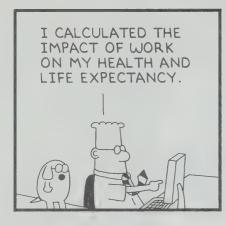
I'LL BE TRAPPED IN AN ENDLESS LOOP OF WRITING, TRACKING YOU DOWN, GETTING CRITICIZED AND STARTING OVER.



OR YOU COULD SIMPLY WRITE THE LETTER YOURSELF AND SAVE US BOTH A HUGE HASSLE.









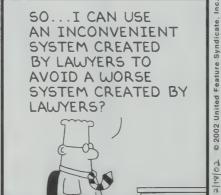


























































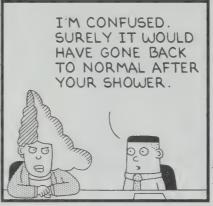








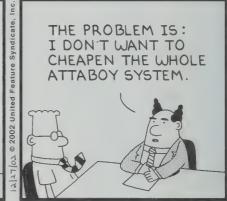












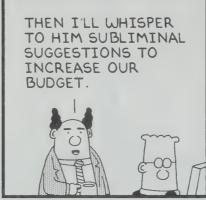






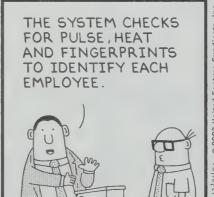


MAKE YOUR "POWER-POINT" PRESENTATION SO BORING THAT OUR CEO WILL SLIP INTO A TRANCE.



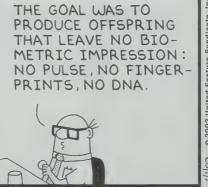


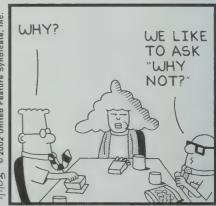
















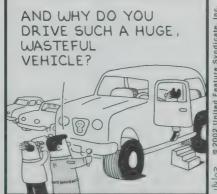






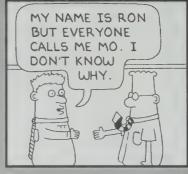




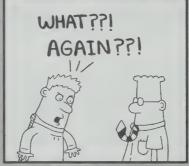






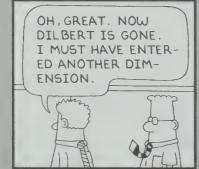








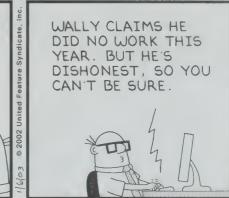






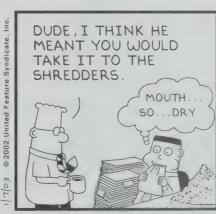






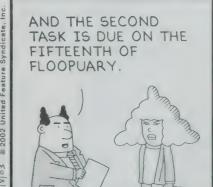
















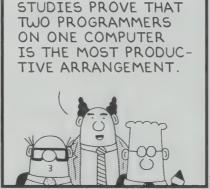




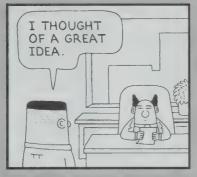




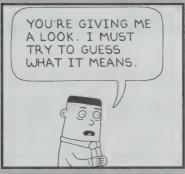




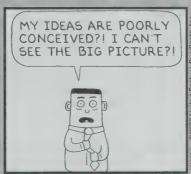




































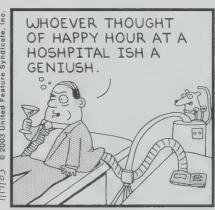


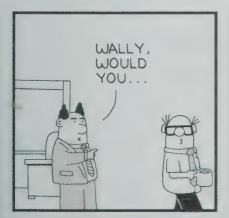








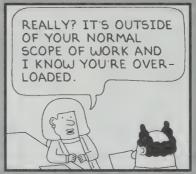










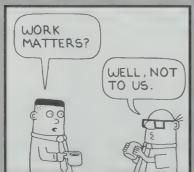






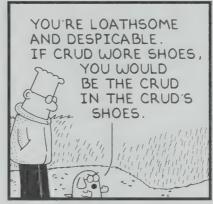




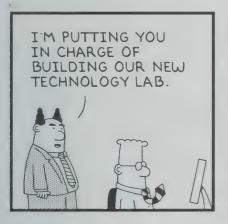


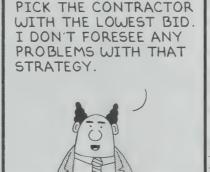




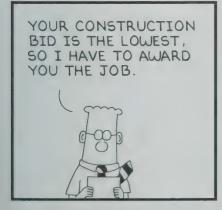








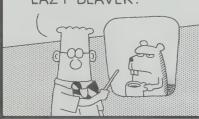


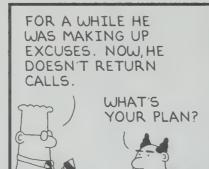






THE PROJECT IS
BEHIND SCHEDULE
BECAUSE OUR
CONTRACTOR IS A
LAZY BEAVER.





I HOPE TO GET HIM
BACK TO MAKING UP
EXCUSES BY PROMISING HIM MORE JOBS
IN THE FUTURE.

WE NEED TO UPGRADE OUR PC OPERATING SYSTEMS, SO WE HAVE A STABLE ENVIRON-MENT FOR APPLI-CATIONS.



THINK OF IT
AS A FORM OF
TAXATION BY AN
EVIL SHADOW
GOVERNMENT.



SHADOW GOVERN-MENT? THAT'S RIDICULOUS.

SHUT UP AND PAY ME.

FOR ONLY A MILLION DOLLARS, YOU CAN UPGRADE TO OUR NEWEST SOFTWARE VERSION.



OR YOU CAN SLOWLY
DECOMPOSE IN THE
MIASMA OF OUR
PLANNED OBSOLESCENCE.

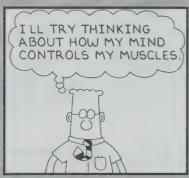
WE CAN'T
AFFORD SAY GOODTO UPGRADE THE DIGITS
NOW.
THREE AND
NINE.





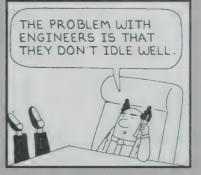








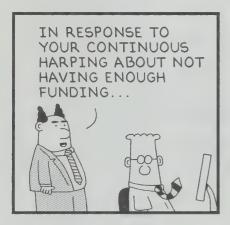






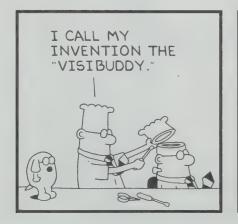








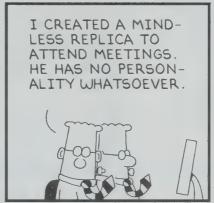


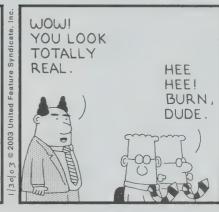




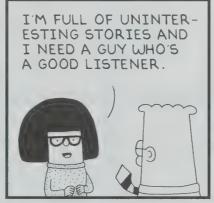












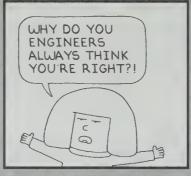


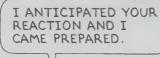




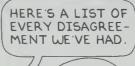








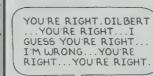






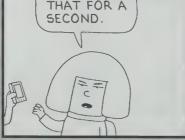
AND HERE ARE THE AUDIO CLIPS OF THE OUTCOMES, IN YOUR OWN VOICE.

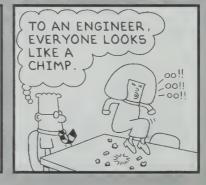


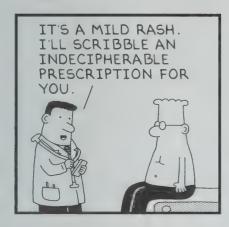








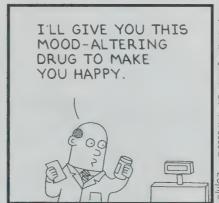








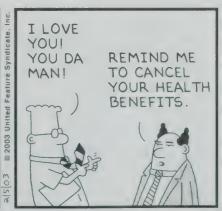






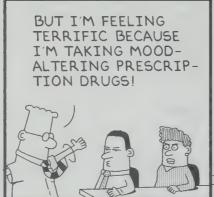


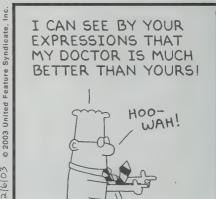




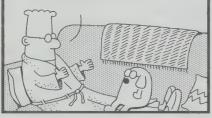
MY PROJECT IS IN A FLAMING DEATH SPIRAL, THANKS TO YOU LAZY, SELFISH WEASELS.

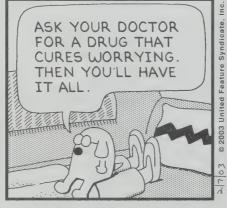






THE PRESCRIPTION
DRUGS MAKE ME
HAPPY, BUT I WORRY
THAT IT'S NOT GENUINE HAPPINESS.





GROW AN EXOSKEL-ETON, BUT YOU WON'T CARE.

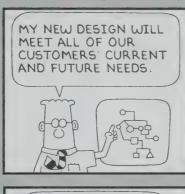
IT MIGHT MAKE YOU

MY MEDICATION
MAKES ME CAREFREE
AND HAPPY, BUT THE
SIDE EFFECT IS AN
EXOSKELETON.









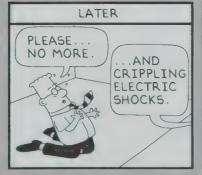








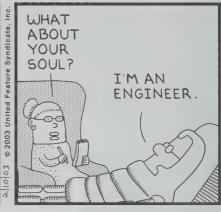










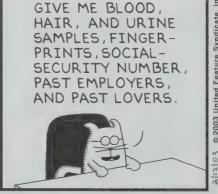












BEFORE WE STARTED DOING ALL OF THIS CHECKING, DID YOU KNOW THAT EVERYONE IN THE WORLD WAS DESPICABLE?

YES

YES



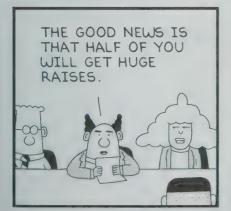








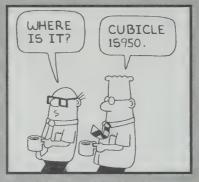


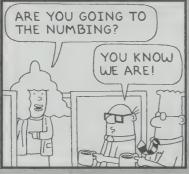


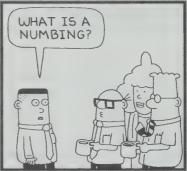












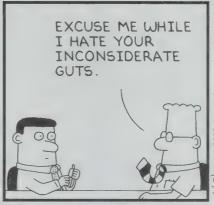


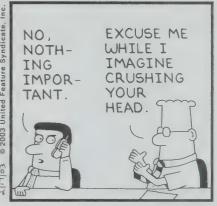










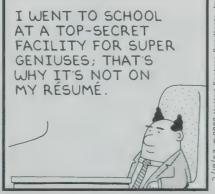






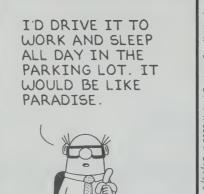










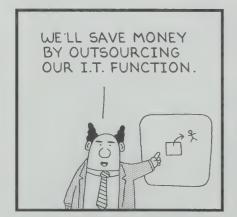




























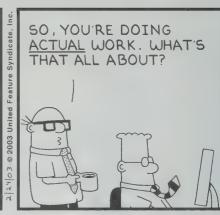
IF YOU ORDERED ENOUGH FILTERS, I WOULDN'T NEED TO USE THE FOOT OF MY PANTYHOSE TO MAKE COFFEE EVERY DAY!



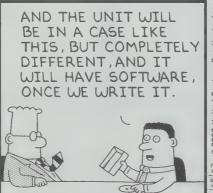






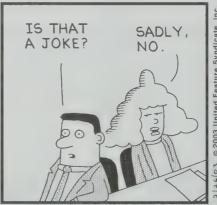








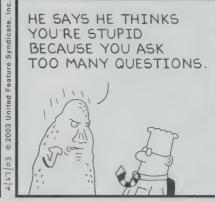






DILBERT, MEET YOUR NEW CO-WORKER, TOXIC TOM.



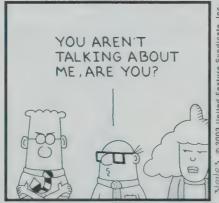




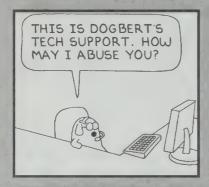








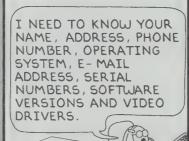


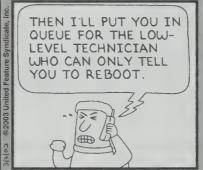


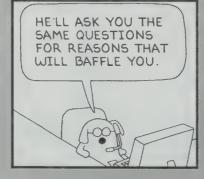


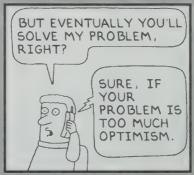








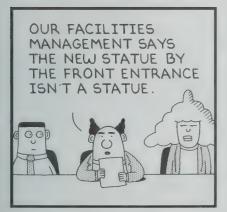




















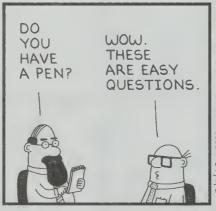














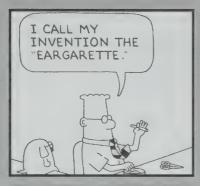




SOMETHING THAT
SOUNDS GOOD. AND
I'LL USE PHOTOS OF
A MODEL. THANKS,
WILLY.

I'M FAMOUS!

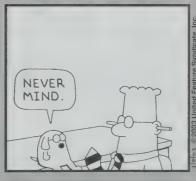
I'LL JUST MAKE UP



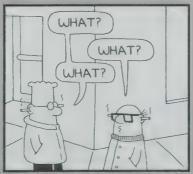






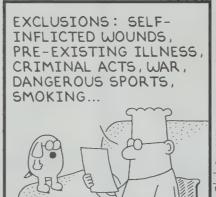
























THAT'S A SHORT-RANGE











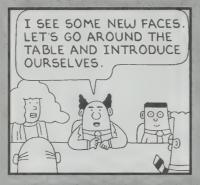


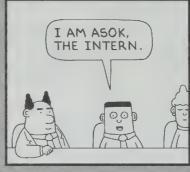




















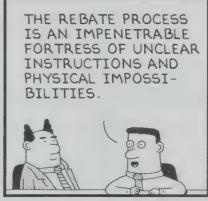


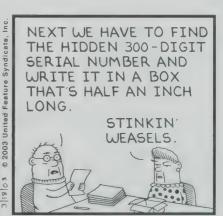
AND A DISTURBING, IMAGINARY LINE TO A FOOD-SERVICE CASHIER WHO TOUCHED MY HAND WHILE GIVING CHANGE. LET'S BRAINSTORM
IDEAS FOR "EMPLOYEE
MORALE-ENHANCEMENT
DAY."















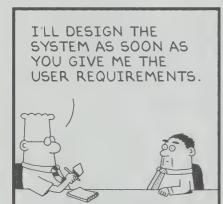


OUR DEPARTMENT WON THE COST-CUTTING CONTEST, SO OUR CEO WILL DO YOUR JOB FOR A DAY.





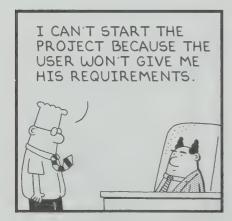








I DON'T MEAN TO



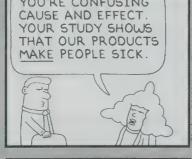




































YOU HAVE TO STOP TELLING PEOPLE THAT YOU CAN TALK TO FURNITURE. IT'S NOT RIGHT.







I TOOK THE INITIA-TIVE AND MADE A LIST OF PEOPLE YOU COULD DOWNSIZE.

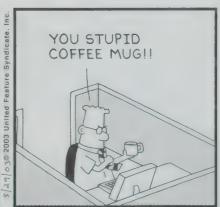


























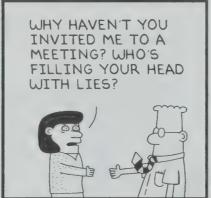


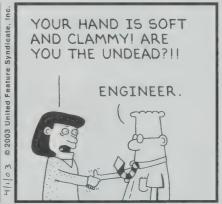


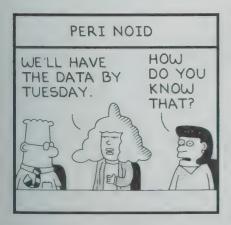






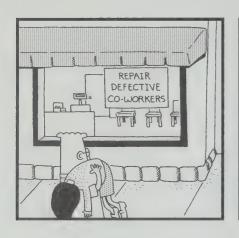






















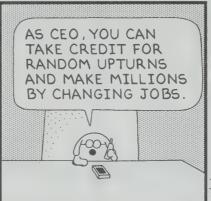


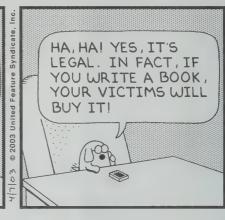




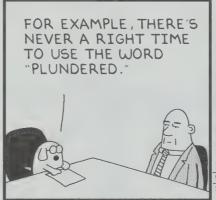


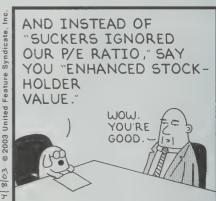


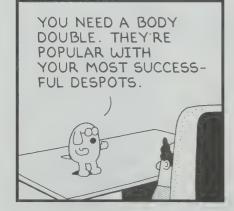










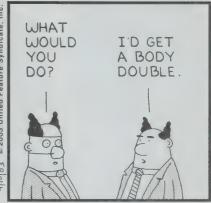






ASOK, AS MY NEW BODY DOUBLE, YOUR JOB IS TO WALK INTO AMBUSHES.



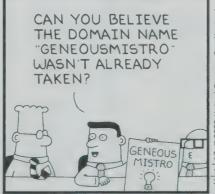
















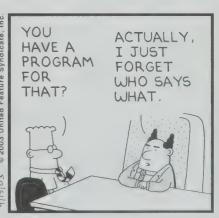
























YOU'RE AN ENGINEER;
MAYBE YOU CAN TELL
ME WHAT KIND OF
DIGITAL CAMERA I
SHOULD BUY.











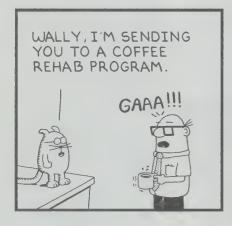
























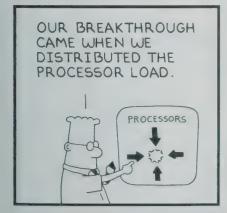
















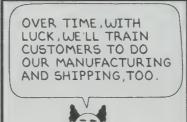
















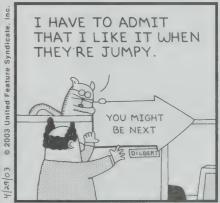










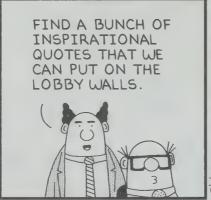












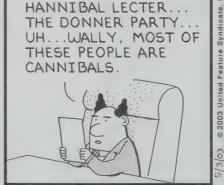


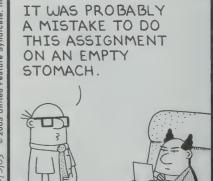












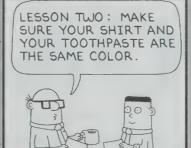












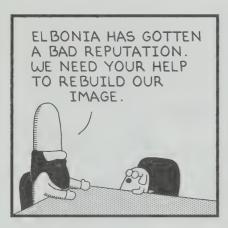


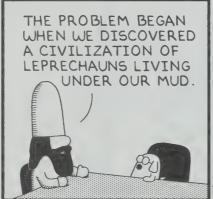


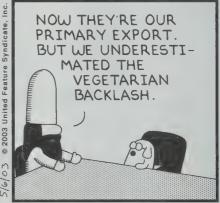




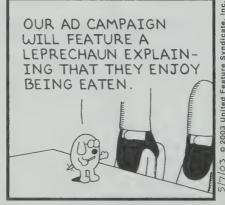


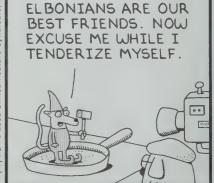








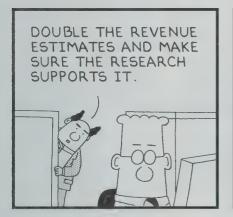








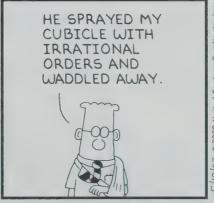


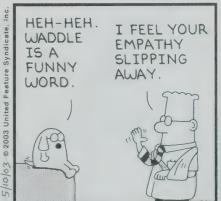
















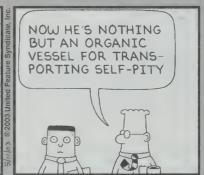
LAST YEAR, THE COMPANY OFFERED A GENEROUS SEVERANCE PACKAGE TO PEOPLE WHO VOLUN-TEERED TO LEAVE.





BUT TOO MANY
PEOPLE VOLUNTEERED.
IN A CRUEL TWIST OF
FATE, ERNIE WAS
FORCED TO KEEP HIS
JOB.



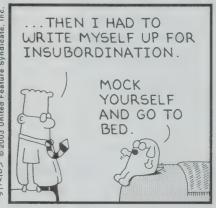








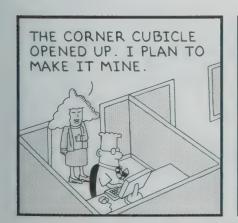










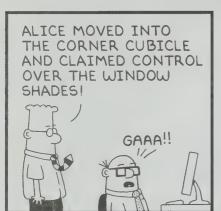


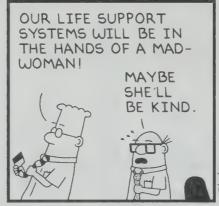


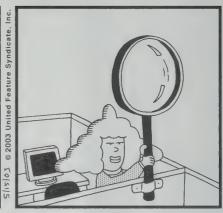
THAT'S RIGHT: I'LL BE

SITTING IN THE MOST







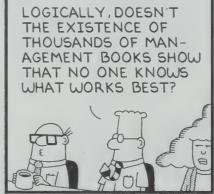






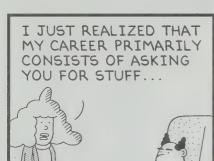












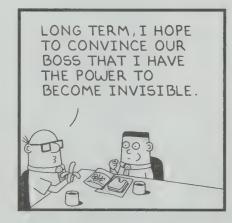










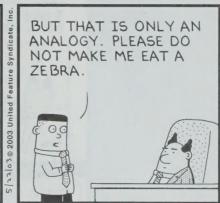
























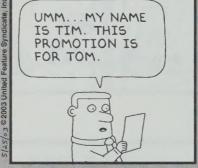


















Parasitic consultants, weaselly stockbrokers, masochistic coworkers, and the ever-present, evil-plotting pointy-haired boss? Welcome to the seventh circle of hell, er, the twenty-second collection of Scott Adams' stupendously popular comic strip, *Dilbert!* 

Words You Don't Want to Hear During Your Annual Performance Review updates loyal readers on the mind-numbing careers of Dilbert, Wally, Alice, the PHB himself, and an ever-expanding cast of walk-on "guest stars." In this installment, a cash-sucking "consultick" burrows under the boss's skin, a not-so-grim reaper pops antidepressants, and a lab accident turns Dilbert into a sheep—a transformation that goes barely noticed by his beleaguered coworkers. All the while, Adams takes his patented over-the-top but right-on-the-money jabs at the inanity of the corporate world.

Dilbert's fans are legion and loyal. They have purchased seven million cartoon collection books and counting. The *Dilbert* comic strip appears in two thousand newspapers in sixty-five countries and nineteen languages.



an Andrews McMeel Universal company

www.dilbert.com

© United Feature Syndicate, Inc.

Printed in the U.S.A.

