



PERFORMANCE INFLUENCES SHEET



NUMBER FROM 1 TO 6 THE BOXES BELOW TO INDICATE THE ORDER IN WHICH YOU THINK THE PERFORMANCE INFLUENCES SHOULD BE CONSIDERED IN EVALUATING THE POTENTIAL SOURCE OF A PERFORMANCE ISSUE.

ORDER #

FEEDBACK



- Does the performer see the effects of decisions made and actions taken, i.e., is there a feedback loop?
- Does the conductor provide frequent, timely, accurate, and activity-based coaching?
- Are monetary and non-monetary rewards and recognition aligned with desired accomplishments? Are they timely?
- Are the performer's views of their own performance aligned with the conductor's?

ORDER #

JOB FIT



- Have the performer's skills and capabilities been assessed, using a variety of measurement techniques?
- Do the performer's skills match the profile of the ideal candidate?
- Are the performer's innate talents aligned with the job?
- Does the performer appear to enjoy their work?
- Does the performer's role or assignment align with longer-term career aspirations?

ORDER #

MOTIVATIONS



- Does the performer feel a strong affiliation with the conductor, the team, and the organization and its culture?
- Does the performer feel that recognition and rewards are balanced, meaningful, and timely?
- When the performer gets up in the morning, are they excited about coming to work?
- Does the performer have the opportunity for advancement and/or personal development?
- Does the performer feel that the conductor and other performers listen to and value their ideas?

ORDER #

TRAINING & DEVELOPMENT



- Has the performer been trained at the right time and in the right way?
- Has the performer learned the necessary skills and acquired the knowledge to do the job?
- Are those skills and knowledge reinforced by the conductor or others?
- Is training linked to achieving important business results?

ORDER #

EXPECTATIONS



- Have the conductor and performer collaborated in creating SMART goals?
- Have the conductor and performer discussed methods and activities that will produce desired results?
- Has the conductor agreed with the performer on how performance will be measured?

ORDER #

RESOURCES



- Has the conductor provided sufficient time and direction for planning?
- Has the conductor provided sufficient resources for the job?
- Are job procedures and workflows reasonable and sustainable? Are they documented?
- Are there effective strategies in place for addressing job/performance obstacles or barriers?
- Does the performer have the necessary information to do the job?