

IMPROVING PERFORMANCE

One performance driver intervention at a time.

NOTE: Development of a list of interventions is never complete, and should always be reviewed and updated in-house by every organization.

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TALENT & FIT

- Personality Assessments
- Restructuring the job
- Transfer or Terminate
- Other recruiting improvements
- Aptitude Tests

ENVIRONMENT

- Cultural Surveys
- Employee Assistance Plans (EAP)
- Ergonomics
- Facility Surveys

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TOOLS & RESOURCES

- New computer, mobile, or other hardware
- New software tool, app, or subscription (ex. Adobe Cloud, ChatGPT, etc.)
- New job aids or performance support tool
- Access to new information or data
- Access to people

SYSTEMS & PROCESSES

- Business process mapping & redesign
- LEAN, Six Sigma, or other quality improvement initiative
- Work system review or change

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CLEAR EXPECTATIONS & ACCOUNTABILITY

- Review or rewrite job profile
- Goal Setting review or change
- Improved communications & feedback
- Coaching

KNOWLEDGE & SKILLS

- Training
- Stretch Assignments
- Mentoring or Job Shadowing
- Industry Specific Associations & Conferences
- Role Modeling

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MOTIVATION

- Goal Setting review or change
- Benefits and Compensation Review
- Promotions
- Career Path Review
- Intangible Rewards