



# QUESTION

WHAT DRIVES  
EMPLOYEE  
PERFORMANCE?

# Answer

There are seven (7) factors that drive the performance of your employees, and knowing what they are is key to developing their levels of performance.

1

## Talent & Fit

The intrinsic abilities and potential someone has to perform a task (talent); The alignment of said abilities to your company or team(s) mission (fit).

2

## Environment

The physical, emotional, and interpersonal state that comprises the environment in which an employee performs.

3

## Tools & Resources

The hardware, information, data, services, apps, and other support employees receive to perform a given job.

4

## Systems & Processes

The specific steps employees follow to complete a given task (processes); and the series of processes employees perform to complete a task or job (systems).

5

## Expectations & Accountability

The communication of expected outcomes (expectations) and follow-up given to employees to hold them responsible for hitting performance standards (accountability).

6

## Knowledge & Skills

The knowledge, education, training, experience, and developed ability required to perform a job.

7

## Motivation

The drive to perform a given job.