



Output - Performance Selection - Checklist

If the data indicates that performers ...	Then tick as a potential intervention
Lack skill/knowledge essential to do the task.	Training <input type="checkbox"/>
Perform too slow/make errors but could do the job at desired levels if they had readily accessible information, procedures, decision tables etc.	Job aids <input type="checkbox"/>
Lack clear expectation of how they should perform.	Setting specific, clear performance expectations <input type="checkbox"/>
Lack clear and specific standards of performance.	Setting performance standards <input type="checkbox"/>
Lack timely, specific information on how they are performing.	Feedback systems <input type="checkbox"/>
Lack appropriate pre-requisite skills, knowledge, background or personal characteristics and/or values to rapidly meet performance requirements.	Selection systems <input type="checkbox"/>
Face interferences that discourage or prevent desired performance.	Elimination of task interferences <input type="checkbox"/>
Have to work outside of the prescribed way the job has been structured to achieve desired performance requirements.	Job redesign <input type="checkbox"/>
Face organisational obstacles (structure, communications, climate, administrative, infrastructural) that inhibit performance.	Organisational redesign <input type="checkbox"/>
Face physical obstacles or dangers that inhibit performance.	Environmental redesign <input type="checkbox"/>
Work with inefficient processes that inhibit desired performance.	Process redesign <input type="checkbox"/>
Are not meaningfully encouraged or rewarded or are even punished for desired performance or do not perceive the reward system as fair and equitable.	Incentives/consequences systems <input type="checkbox"/>



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If the data indicates that performers ...	Then tick as a potential intervention
Do not value desired performance, do not feel confident they can perform or do not feel challenged to perform.	Motivation systems <input type="checkbox"/>
Lack required tools, time, supplies or support systems.	Provision of resources <input type="checkbox"/>
Lack access to information necessary to perform.	Provision of information <input type="checkbox"/>
Are not encouraged or supported by supervisors or management.	Increased management support <input type="checkbox"/>
Are not supported by appropriate specialists.	Increased technical support <input type="checkbox"/>
Are faced with a major change in the way the job is done or the organisation functions.	Change management support strategies <input type="checkbox"/>