



What Factors are Causing The Performance Gap?

Environmental

Skill/Knowledge

Emotional/Political

Environmental	Skill/Knowledge	Emotional/Political
<ul style="list-style-type: none"><input type="checkbox"/> Changing market conditions<input type="checkbox"/> New products<input type="checkbox"/> Supplier availability<input type="checkbox"/> More attractive job opportunities elsewhere<input type="checkbox"/> Organisational change<input type="checkbox"/> Cultural issues<input type="checkbox"/> Task interferences<input type="checkbox"/> Inadequate tools<input type="checkbox"/> Lack of resources<input type="checkbox"/> Poor incentives<input type="checkbox"/> Unclear expectations<input type="checkbox"/> Insufficient feedback	<ul style="list-style-type: none"><input type="checkbox"/> Lack of competencies to perform job	<ul style="list-style-type: none"><input type="checkbox"/> Negative workplace atmosphere<input type="checkbox"/> Threats<input type="checkbox"/> Poor working conditions<input type="checkbox"/> Perceived inequality<input type="checkbox"/> Insecure about the future<input type="checkbox"/> Supervisory practices<input type="checkbox"/> Work cliques<input type="checkbox"/> Biased decision making