

Intervention-Solution Options

Causes/Reasons for Performance Gaps	Related Potential Solutions	Time ¹	Funds ²	Support ³
<i>Agreements and expectations (unknown or mismatched)</i>	Job documentation	🕒🕒	\$\$	👍
	Manager actions	🕒	\$	👍👍👍
	Performance improvement plans	🕒🕒	\$	👍👍👍
	Personal performance objective-setting processes	🕒🕒🕒	\$\$	👍👍
	Team building	🕒🕒	\$\$	👍👍
<i>Consequences for performance ("Unlinked" or inappropriate)</i>	Compensation links and systems	🕒🕒🕒	\$\$	👍👍👍
	Feedback and information on performance	🕒🕒🕒	\$\$	👍👍👍
	Incentive systems and links	🕒🕒🕒	\$\$	👍👍👍
	Reward and recognition programs	🕒🕒🕒	\$\$	👍👍👍
	Manager actions	🕒	\$	👍👍👍
	Terminations	🕒	\$	👍👍👍
<i>Data and information (not currently available)</i>	Data access (databases, security restrictions, etc.).	🕒🕒	\$\$\$	👍👍👍
	Professional conferences	🕒	\$	👍
	Job documentation	🕒🕒	\$\$	👍
	Job aids and skill cards	🕒	\$	👍
	Access to reference books and access to online references	🕒	\$	👍
<i>Environmental support (lack of)</i>	Corporate communication	🕒🕒	\$	👍👍👍
	Culture change initiatives	🕒🕒🕒	\$\$	👍👍👍
	Job and work redesign	🕒🕒🕒	\$\$\$	👍👍👍
	Manager actions	🕒	\$	👍👍👍
<i>Individual ability and capacity</i>	Career planning and development	🕒🕒🕒	\$\$	👍👍👍
	Staffing and selection	🕒🕒	\$\$	👍👍👍
	Terminations	🕒	\$	👍👍👍
<i>Knowledge deficiency</i>	Case study reviews	🕒🕒	\$	👍
	Corporate communication	🕒🕒	\$	👍👍👍

¹ Amount of time to implement and maintain

² Amount of relative investment made to implement and maintain

³ Level of support needed from stakeholders for success

Causes/Reasons for Performance Gaps	Related Potential Solutions	Time ¹	Funds ²	Support ³
	Education	🕒🕒🕒	\$\$\$	👍
	Job documentation	🕒🕒	\$\$	👍
	Reading sources	🕒	\$	👍
<i>Motives and desire</i>	Career planning and development	🕒🕒🕒	\$\$	👍👍👍
	Coaching	🕒🕒	\$\$	👍👍
	Compensation links and systems	🕒🕒🕒	\$\$	👍👍👍
	Incentive systems and links	🕒🕒🕒	\$\$	👍👍👍
	Manager actions	🕒	\$	👍👍👍
	Reward and recognition programs	🕒🕒🕒	\$\$	👍👍👍
	Staffing and selection	🕒🕒	\$\$	👍👍👍
Team building	🕒🕒	\$\$	👍👍	
<i>Resources and tools (unavailable or out-of-date)</i>	Budget allocation	🕒🕒	\$	👍👍👍
	Job documentation	🕒🕒	\$\$	👍
	Job aids and skill cards	🕒	\$	👍
	Technology additions and upgrades	🕒🕒🕒	\$\$\$	👍👍👍
<i>Skill deficiency</i>	After-action reviews	🕒	\$	👍
	Coaching	🕒🕒	\$\$	👍👍
	Education	🕒🕒🕒	\$\$\$	👍
	Job aids and skill cards	🕒	\$	👍
	Job shadowing	🕒	\$	👍👍👍
	Self-paced learning	🕒	\$	👍
	Training (company-sponsored or external)	🕒🕒	\$\$	👍👍