

Figure 7.7 Performance Analysis Worksheet and Performance Analysis Exercise

Present level of performance: E-Tech University is in the planning stages of organization. Information, motives, and capacity are present as driving forces. Restraining forces are resources, incentives, and knowledge/skills for 12 tech labs

Desired level of performance: Transform restraining forces of resources, incentives, and knowledge/skills into strong driving forces

Reasonable goal: Complete Financial and Operations Plans for five-year period

Factors	Driving Forces					Restraining Forces			
	+4	+3	+2	+1	0	-1	-2	-3	-4
Information									
clear expectations	✓	•	•	•		•	•	•	•
relevant feedback	✓	•	•	•		•	•	•	•
relevant guides	✓	•	•	•		•	•	•	•
performance coaching	✓	•	•	•		•	•	•	•
Resources									
materials/tools	•	•	•	•		•	•	•	✓
time	•	•	•	•		•	•	•	✓
clear processes/procedures	•	•	•	•		•	•	•	✓
safe/organized environment	•	•	•	•		•	•	•	✓
Incentives									
financial incentives	•	•	•	•		•	•	•	✓
other incentives	•	•	•	•		•	•	•	✓
enriched jobs	•	•	•	•		•	•	•	✓
positive work environment	•	•	•	•		•	•	•	✓
Motives									
motives aligned with work	✓	•	•	•		•	•	•	•
employees desire to perform	✓	•	•	•		•	•	•	•
expectations are realistic	✓	•	•	•		•	•	•	•
recruit/select the right people	✓	•	•	•		•	•	•	•