Performance Analysis Questions

☐ Does employee know what to do and are expectations clear?
☐ Is employee clear on performance standards?
☐ Does employee understand how to do task or complete set of tasks?
☐ Has employee had ample opportunity to perform the skill or task?
☐ Does employee have adequate commitment and motivation for the task or job?
☐ Has employee received timely, complete and accurate feedback?
☐ Does employee have competing priorities?
☐ Is employee rewarded for incorrect behavior?
☐ Is employee punished for appropriate behavior?
☐ Does employee lack appreciation and recognition for accomplishments?
☐ Does employee understand how his/her job fits into the bigger picture goals at the program and Region level?
☐ Has employee received inferior, incorrect or untimely resources with which to work?
☐ Are the tools, equipment or resources easily accessible?
☐ Is employee working with inefficient work flow processes?
☐ Is employee working under ineffective or redundant policies or procedures?
☐ Is employee working with overly complex systems, processes or policies?
☐ Is sequencing of the work logical?
☐ Does employee have appropriate levels of accountability for outcomes?
☐ Is there an equal distribution of work?
☐ Is employee working with incomplete work processes?
☐ Is employee’s chain of command confusing due to being required to answer to several leaders?
☐ Is employee receiving inaccurate, inferior or outdated information?
☐ Does employee receive information in a timely manner?
☐ Is information too complex to be useful and effective?
☐ Does employee receive complete information?
☐ Does employee receive conflicting information?