

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- Is employee receiving inaccurate, inferior or outdated information?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?