### **Employee Performance Matrix**

Whether you're designing a performance management strategy from scratch, OR wishing to change strategies all together, use this tool to assess where your team is currently. Once employees are "plotted", create plans starting first with your "drivers", then "doers", "divas", and finally "detractors".

#### Divas Description:

While these employees have the ability to help your company succeed, historically they've chosen not to. Divas can be game changers if managed well or the most toxic when managed poorly.

Identify if the employee's trust and engagement can be restored with a "past the point of no return" discussion. Hold them accountable or help them exit, but emphasize & recognize it's their decision.

## Drivers

#### **Description:**

These are your A/B players. They tend to exceed their goals regularly because they understand the importance of their work, like to succeed, and know what work translates to results. Plan:

Retaining these employees is critical – so identify what their goals are and delegate tasks to them designed to help them develop & feel full-filled.

### Motivation

## Detractors

#### **Description:**

You're likely unsure why this person remains with your company. He/she appears to be neither motivated or knowledgeable about the job & may actually be working against the company's progress. Plan:

How did he/she come to the current role? How does he/she feel he/she is performing? Outline expectations & provide needed training, recognizing they may have hired/promoted haphazardly.

# Doers

These employees tend to be new, recently transferred, or promoted employees. They are still figuring out the role but eager to learn. Plan:

The goal for these employees is to maintain their excitement & encourage continuous improvement. How your company recognizes/rewards performance will have a big impact on their future success (or failure).



## Skill/Knowledge

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