

Performance Counseling

Diagnose Situation	Motivation	Development	Barriers
	<input type="checkbox"/> Connect to what is meaningful <input type="checkbox"/> Describe the impact on others <input type="checkbox"/> Describe the natural consequences	<input type="checkbox"/> Identify (in)abilities <input type="checkbox"/> Identify who else might be involved	<input type="checkbox"/> Identify organizational barriers

Prepare for the Conversation	What is meaningful to the employee?	
	What is the impact on others?	
	What are the natural consequences?	
	What abilities can be leveraged?	
	What inabilities can be developed?	
	Who else might be involved to support or hinder success?	
	What organizational barriers need to be overcome?	