Use this tool to analyze performance and discover possible improvements		
Performer:	Completed by:	Date:
Current, As-is Performance Analysis		
Performance  Describe the performance you have witnessed. What worked and what didn't?		
Motivation Sources Internal and external motivators and how consistent they are at inspiring desired actions.		
Opportunity Time and authority to actually do the work in the optimal way.		
Clarity of Expectations Knowing the exact desired outcome a	nd everything required to create it	
Ability  Talent, skills, training and tools require	ed by the job	

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## Adjustments and experiments planned to improve future performance Future Performance Vision Motivation Sources Opportunity

Clarity of Expectations

**Design the To-be State** 

Ability