

Performance Improvement Competencies

The purpose of this assessment is to help you improve the performance of your organization, its members, and its external contributions to society. It's designed to identify strengths and weakness in your overall performance improvement skills so that timely and appropriate action can be taken to support continual performance improvement.

According to research, the field of performance improvement had to be analyzed to determine what behaviors and performances are required in order for practitioners to add a demonstrable value to the field and society as a whole. If they are to deliver what they promise - improved performance - a logical place to start is to set performance standards for themselves. Thus, the Performance Improvement Competency assessment, presented here, was rigorously designed and validated with the purpose of informing and improving the practice of performance improvement professionals.

Assessment Preview:

<u>WHAT IS</u>						<u>WHAT SHOULD BE</u>				
Never				Always		Never				Always
1	2	3	4	5		1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	1. Interview stakeholders (e.g., managers, job incumbents, community members) to define, in measurable terms, possible performance-related needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	2. Avert "premature solutions" offered by stakeholders by focusing first in performance needs (i.e., gaps in results).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	3. Obtain approval to conduct needs assessment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	4. Assess impact (i.e., value added) of organizational performance on society.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	5. Assess performance gaps at the organizational level.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	6. Assess team performance gaps.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7. Assess individual performance gaps.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>