ANALYZING & SOLVING Workplace Performance Problems (Based on Mager & Pipe) **Describe Performance Discrepancy Ignore Important?** YES Skill Deficiency? **Performance Punishing? Used To Do It? Remove Punishment** YES **Arrange Formal Training** Nonperformance YES Rewarding? **Used Often?** Arrange **Positive** YES Consequence Arrange **Practice Performance** Matters? **Arrange** Arrange **Feedback** Consequence **Change Job Obstacles?** YES Simpler Way? Remove Arrange on-**Obstacles Job Training Select Best Transfer or Has Potential? Terminate** Solution(s) **Implement** Solution(s) **Vector**Solutions