

### Unclear goals



People are not clear about what is expected of them

### Measurebating



Thinking that by creating fancy spreadsheets and monitoring them, the numbers will move

10

reasons  
for low  
performance

### Deficit focus



Leaders who focus on what is wrong rather than catching people doing things well

### Contribution



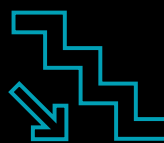
Leaders who fail to look at their contribution to underperformance

### Avoidance



Leaders don't steer into the difficult conversations that need to be had

### Low accountability



People are not held accountable for their performance

### Skills gap



This is the big daddy – leaders fail to coach the skills required to improve performance

### The performance dance



Talking about performance once a month rather than making it a continuous conversation

### Passion vampires



Leaders who micromanage and slowly suck the passion out of their people

### Reliance on the system



'If I put them on a PIP, that will sort it'. Forms don't drive performance