

# PERFORMANCE MOTIVATION VS. PERFORMANCE MANAGEMENT

## Impact Descriptions Tied to Key Performance Indicators



Impact descriptions help both your team and your candidates to understand that every role exists to impact the organization in some specific way. Our roles make a difference, move the needle, and change the game.



Clear understanding of leadership level required



Why this role matters

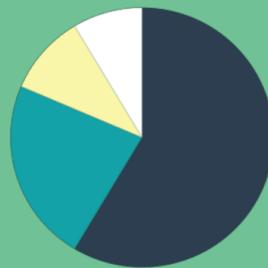


How this role delivers value to the team and how it will develop

## Job Descriptions Tied To Responsibilities



Job descriptions outline day-to-day tasks and responsibilities for the role but have little to do with the impact those tasks and responsibilities have on the overall bottom line.



Task breakdown based primarily on the job itself, rather than HOW the individual contributes to the company.

## INDIVIDUAL DEVELOPMENT PLANS

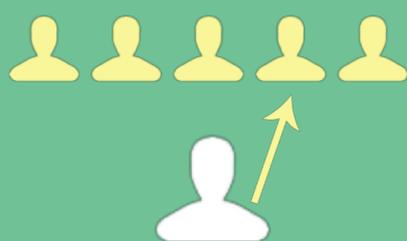


Focus is on growth in ANY direction, based on team member's desires and potential. Discussion is around job skills and leadership skills needed, with timeline for acquiring.

Plan is driven by the **individual**, supported their leader

KEY QUESTION: How can WE support YOU?

## CAREER PATH DEVELOPMENT



Focus is on where team member might fit in the org chart. Discussion is around job skills required to fit the company's needs.

Plan is driven by the **leader**, followed by the **individual**

KEY QUESTION: How can YOU support US?

## SELF-EVALUATIONS With Leader Feedback

Team member reflects on her/his performance. Leader provides feedback based on needle movers

**SAFETY** is increased because team member is involved in assessing their own past performance

**BELONGING** is increased because they see how they impact the tribe

**MATTERING** is increased because we co-create a way for them to shine!

RESULT: Smart State is in control. Team member feels motivated and connected with leader

## Leader-Generated PERFORMANCE REVIEWS

Leader rates/scores and provides feedback on team member's performance

**SAFETY** is decreased because review is top-down, rather than collaborative

**BELONGING** is decreased because performance is not tied to impact on tribe

**MATTERING** is decreased because team member doesn't have an equal voice

RESULT: Critter State is in control. Team member feels fight/flight/freeze response

**CONCLUSION:** Performance motivation results in *intrinsic* motivation within a supportive environment.

Team members are empowered to **UNDERSTAND** their role, **BELIEVE** they are making a difference in their company and **DESIRE** to bring their A-Game. Every. Single. Day.

Want more resources for empowering your team?

**DOWNLOAD OUR FREE IMPACT DESCRIPTION TEMPLATE** at [www.SmartTribesInstitute.com/Impact](http://www.SmartTribesInstitute.com/Impact)