



Performance & Feedback Diagnostic

Helping managers focus on what really drives performance conversations.

Did you know?

Most performance challenges don't come from lack of effort. They come from lack of clarity about what's really getting in the way.

Why this tool?

- reduces noise and over-engineering.
- helps managers focus on the right issue first.
- strengthens performance conversations.
- builds clarity, confidence, and consistency.
- saves time by avoiding unnecessary solutions.

How?

1. **Short diagnostic (5 minutes):** Managers answer a small set of focused questions based on real experiences.
2. **Clear performance profile:** The diagnostic identifies where performance conversations most often break down.
3. **First practical lever:** Each profile includes one clear action managers can apply immediately.
4. **Direction for next steps:** Guidance on where further support will add the most value.

The diagnostic tool

Most managers experience more than one. The diagnostic helps identify the primary constraint.

