

# The SituAsian

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## READ THEM - DIAGNOSING PERFORMANCE READINESS

Let's start by acknowledging that your leadership effectiveness is impacted by a host of variables - time, conflicting priorities, organizational culture, the task at hand and your boss. Add to these one more essential element - the person you are attempting to influence. The one you're counting on to get the job done.

The person being influenced is the one who determines if you are being successful and effective as a leader. After first identifying the task, we must then determine how ready they are to perform.

*"Three ingredients in a good work life...learning, earning and yearning."*

Christopher Morley  
1890 - 1957

American Journalist, Author and Poet

The indicators of **willingness** are the demonstrated confidence, commitment, and motivation to accomplish the specific task.

### PERFORMANCE READINESS

Ability	Willingness
Demonstrated	Demonstrated
▪ Knowledge	▪ Confidence
▪ Experience	▪ Commitment
▪ Skills	▪ Motivation

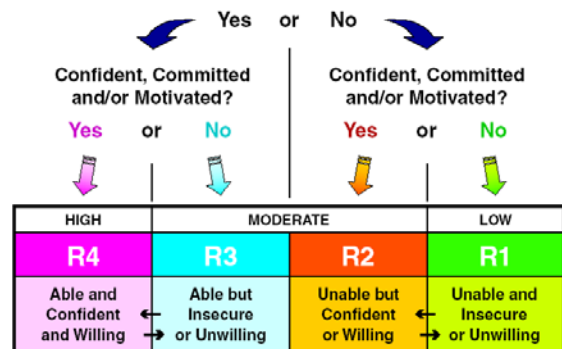
Now that we understand the factors behind performance readiness: ability and willingness, let's examine how to use this information to make an assessment of the current level of performance readiness being demonstrated. We can take the guesswork out and

come to a systematic conclusion of how to best leverage our own leadership behavior.

### DETERMINING PERFORMANCE READINESS

Is the person presently performing at sustained acceptable levels?

(Complex or not sure? Break task into smaller activities.)



*"Everything is difficult to the unwilling."*

Bailey Archambeault  
Granddaughter of the President of Center for Leadership Studies, stated when she was five.

It's important to acknowledge that the interaction of ability and willingness can vary from individual to individual, and from task to task.

Understanding the four performance readiness levels and the drivers behind each will lead

you toward selecting the most appropriate leader style.

Next issue:

LEAD THEM - YOUR LEADERSHIP STYLE

Previous issues:

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