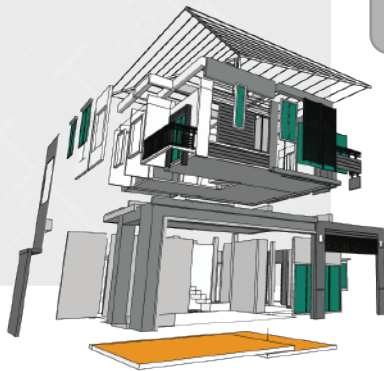


# Leading Your Personal Performance

## Framework

BLUEPRINT FOR  
INDIVIDUAL  
PERFORMANCE



ELIGIBILITY  
SUITABILITY  
VIABILITY

A 3-D performance approach provides that framework for sustained performance success. By focusing attention and planning on the three key performance dimensions of eligibility, suitability, and viability you will create a very targeted and powerful personal plan for growth and development that allows you to lead and pursue performance versus waiting for and reacting to a review of your performance.

### Eligibility

**Eligibility** is a person's knowledge, skills, behaviors, past performance, experience, and credentials. The primary focus is to enhance and leverage these critical technical and leadership competencies and skills.

Eligibility is what you do; the skills, experience, and knowledge required to perform the assigned duties and fulfill the requirements of your role. In the past, most performance review feedback centered on a person's eligibility with a heavy emphasis and time spent on discussing past performance. While that discussion is important to have, it is only part of a complete and effective performance plan.



### Suitability

**Suitability** is an inventory of our behaviors, traits, tendencies, and work preferences. Where eligibility is the "what" you do, suitability is the "how" you get work accomplished. This is where we are defined by certain behaviors and actions, but rightfully or not, judged by our reactions and what type of daily impact those reactions might have on successful outcomes.

You can have all the technical talent and experience in the world and deliver top tier results but because your attitude, teamwork, and or ability to connect with people is lacking, any results are marginalized or never fully realized.

**80-85% of a person's success or failure is behavioral.**

### Viability

**Viability** is the actual observation and experience of others to your actions, attitude, value, and the results you consistently exhibit and deliver. This is the combination of what you do (eligibility) and how you do it (suitability). It equates to how well you do it and the overall impact and value you provide, your viability.

Are you delivering the desired results and impact in alignment with the organization and department purpose, vision, mission, and values on a consistent and predictable basis?

