

Performance/potential matrices

Plot yourself or other individuals on to one of the matrices and reflect on the question: *What should I, or other members of staff, do to improve or sustain levels of performance?*

Model B is an adaptation by Professor John West-Burnham.

He defines readiness as those colleagues who are keen, enthusiastic and willing to take on leadership. Capability is the skills, knowledge, competencies to be able to take on leadership. He says that we want to aim for *Dolphins*, ie sleek, intelligent creatures, high in readiness and capability. What creatures would you use as titles for the other quadrants?

