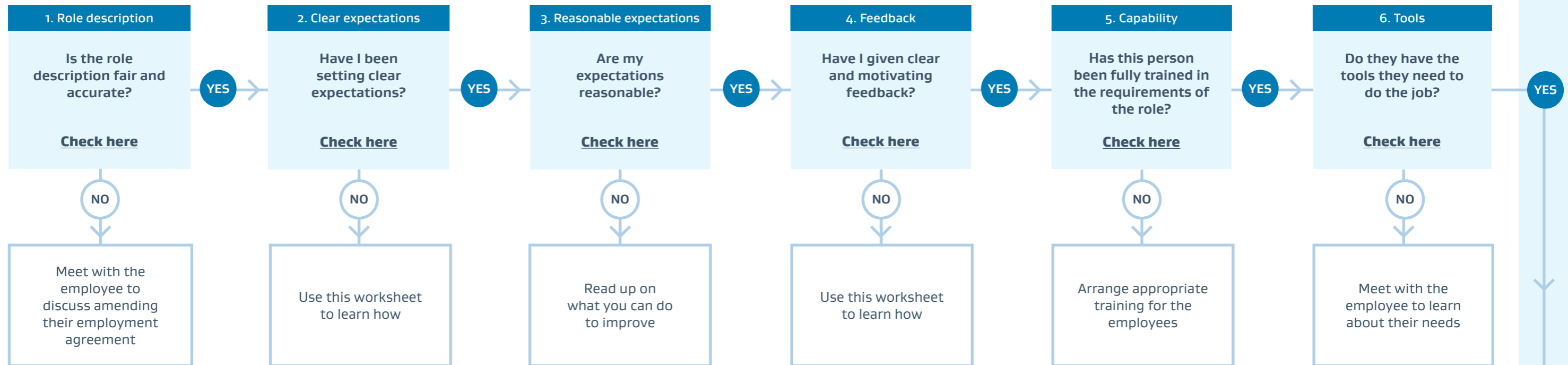


# Is management contributing to underperformance?



If you completed the performance assessment worksheet and think you might have an underperformer, use this flowchart to explore whether you're doing all you can to help. There are many reasons for underperformance in a role. Effective managers take time to consider their part in ensuring great performance.

## Ask yourself about these connections between underperformance and management



It looks like you might have an underperforming employee

Do you want to start a formal performance plan?

YES

[Here's how](#)

NO

Read up about managing poor performance here

### Still unsure?

Sometimes your business is set up in a way that makes it hard for employees to perform well in a role. If workers are performing well but seem busy with tasks that aren't in their role description, it might help to think about whether restructuring is right for your business.

Restructuring can be about changing the jobs in your business rather than reducing their number. It could be a great way to shape the right roles for your people and to keep your business on track.