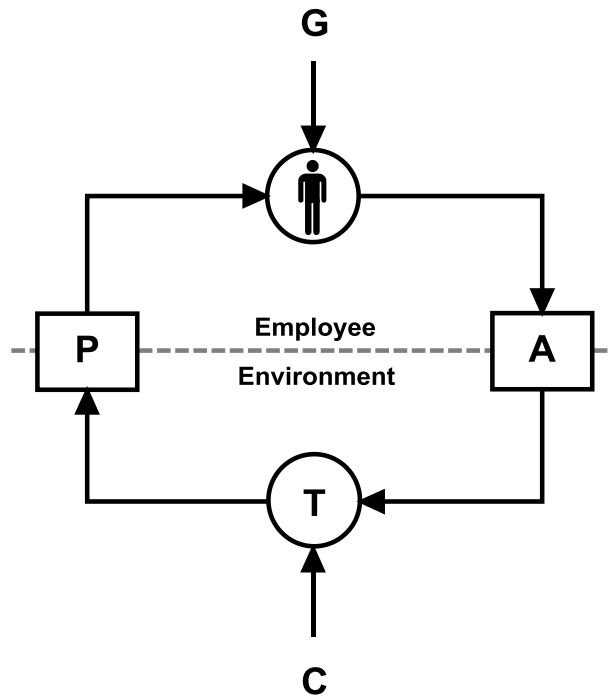


# Tools for Knowledge Workers

## The Self-Managed Performer



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Self-managed performers (SMPs) are people whose work requires them to manage and improve their own performance. The diagram above depicts the key elements of human performance. The Target (T) is a variable the SMP is trying to influence or control. The Goal (G) is the desired value the target variable should meet. The perceived current value (P) of the target variable is compared with G to identify any discrepancies or gaps. If a gap exists, the SMP takes action (A) to close it. Matters aren't as simple as they might seem because there are other conditions (C) that also affect the target variable and these must be countered, offset or compensated for. Bringing a target variable to its desired value and keeping it there is the essence of performance. There are several factors related to each element in the diagram that determine whether or not and how well this can be accomplished. For more about managing and improving your own performance, click [here](#). Contact me for additional information about enabling, equipping and supporting self-managed performers.

